146 VIII

File No. 5881/36

1944 - 45

P.W. DEPARTMENT

E BRANCH (II)

Subject:— Provincial Labour Supply Committee

Appointment of sub-committees

(i) To lay down conditions of service for unskilled labour.

(ii) Standardization of the rates of pay for skilled and unskilled labour.

B[K] 1944-45

E(II)

File No. 5881/36 Pt. VIII

Ltd. Scott. Slip. 24 A

G.R., G.D., No 2408, dated 22-6-23.]

Correspondence

DOCKET SHEET (B)

VIII

Subject :—

File No. 5881/36

P.W. **DEPT.**

E **BRANCH.**

References :—

Copies from main B(Hy) C

Date.	To whom sent.	Notes and instructions.

Draft Minutes of the Sixth meeting of the Executive Sub-Committee of the Provincial Labour Supply Committee, Bombay, held in the Secretariat, Bombay, at 12 Noon on Friday the 13th April 1945.

Present:-

Chairman - Sir Charles Bristow, C.I.E., I.C.S., Adviser (Home) to H.E. the Governor.

Members - C.G.Kale, Esq., I.S.E., Chief Engineer and Secretary to Government, P.W.D.

Col. A. E. Armitage, Deputy Chief Engineer, 108 L. of C. Area.

Rao Saheb J. V. Muzumdar, B.A., Secretary.

Muhammed Shariff Khan Haniffkhan, Esq., B.A.,I.P., District Superintendent of Police, Thana and Executive Officer of the P.L.S.C. also attended (by invitation).

Lt. Col. G. C. Marsh, A.Q. M.G., 108 L. of C. Area, intimated his inability to attend owing to engagement elsewhere .

2. (Agenda Item No.1).

Representation of private Employers on Labour Supply Committees.

Letter from the Government of India, Department of Labour, No. LMP 86(4), dated 8th March 1945:-

" In this Department letter No. L.R.91, dated 14th April 1944 a suggestion was made that representatives of employers may be included in the Labour Supply Committees. Such representatives will finally be drawn from employers who employ unskilled labour on a substantial scale. Such employers are not known to be separately organised. To a certain extent, however, representation on these bodies of employers will go to large employers, who may be affiliated directly or indirectly to one of the two All-India associations of industrial employers, namely, the Employers' Federation of India and the All-India organization of Industrial Employers.

In so far as the representatives are drawn from such employers affiliated to the All-India bodies, it appears desirable to ensure that representatives are drawn from both the bodies, wherever possible. It will be recollected that in the tripartite organisation set up by the Government of India All-India bodies are given equal representation."

The Government of India Scheme (No.L.R.91), dated 13th January 1944) lays down that there should be -

2 Representatives of Private Employers' Associations.
1. Representative of Contractor.

On the P.L.S.C.

Accordingly, the following (non-official) representatives have been taken on the P.L.S.C., Bombay :-

(i) A representative of the Western India Builders' Association, Poona- (on behalf of contractors).

(ii)...

(ii) A representative of the Bombay Provincial Trade Union Congress) on behalf of workers vide para 2 of Govt. of India Department of Labour letter No. L.R. 91, dated 14-4-1944.

(iii) A representative of the Provincial Committee of the Indian Federation of Labour.)

The Government of India letter of 8th March 1945 refers to para 2 of that Government letter of 14th April 1944 as suggesting the representation of Employers on labour Supply Committees, whereas that letter refers only to Workers' representatives. Portion A of the Government of India letter is accordingly not understood.

From enquiries made of the Western India Builders' Association, it is understood that ~~body~~ that body is not affiliated to either of the two All-India Associations referred to by the Government of India.

It was decided that as there is no representative on the P.L.S.C., Bombay, from any private Employers' Association, no further action was necessary. The position should be explained to the Government of Bombay, who have called for a report.

3. (Agenda Item No. 2).

Minutes of the meeting of the Regional Labour Supply Committee, Bombay Suburban District held on 29th March 1945.

The minutes were read and recorded after the following points were considered :-

Item 2(A) (2) of the Minutes :-

"As the Railways are regarded as a separate department, their own arrangements concerning the amenities offered to their staff, which is of a permanent nature, may not be disturbed."

In the concluding portion of para 2 of the minutes of the Executive Sub-Committee meeting held on 23rd February 1945, it was observed that the proper course was for the Railways to fall into line with other employers in accepting the standardized wage rates laid down by the P.L.S.C. If, however, they fix up their scales independently, the P.L.S.C. cannot help it and the Government of India is responsible for enforcing the standard rates on All-India Departments.

The proposal of the Bombay Suburban District not to disturb the arrangement made by the railways for providing amenities to their permanent staff, was now approved, provided such amenities do not fall below the minimum standards of conditions of service approved by the P.L.S.C.

It was also decided that if new labour is engaged and is given any amenities in excess of the minimum standards already laid down, these should be assessed and taken into account when fixing the maximum pay on which such labour is engaged.

Item 2(A) (3) - ibid :-

"The P.L.S.C. be requested to clear the point whether in case any labour is found to be paid at less than the standardized wage rates the latter can be enforced on the employer."

New..... S.J.D.

New labour should not be paid in excess of the approved standardized maximum rates. However, there is no objection to such labour being taken on less than the maximum standardized wage rate, provided it is not less than the minimum laid down for that area. In any case, as standardized wage rates apply to new labour, the question of raising the rates of the existing labour paid at lower rates does not arise.

Item 2(B) - ibid :- Dearness Allowance.

"The P.L.S.C. letter No. L.S.C.48(2)/2647, dated 12th March 1945, was read and it was decided that the P.L.S.C. may be informed that the assumption of the Executive Sub-Committee that the D.A. was being paid at Rs. 16/- in this area is not correct. The R. L.S.C. was informed that the Government has created different zones for grant of D;A. and as the area beyond Andheri is in zone C it is eligible for D.A. of Rs.11/- p.m. only which is now being paid there. Statistics, however prove, that the cost of living in the Suburbs is as high as in Bombay City. This view of the Regional Committee is supported by the P.L.S.C. in para 14 (agenda item 8) of the minutes of the Executive Sub-Committee's meeting of 19th January 1945".

. . "So it was decided to request the P.L.S.C. to bring the D.A. paid to the existing personnel beyond Andheri or in the whole of Bombay Suburban District to Rs. 16/- per month (which rate is now being paid in Bombay City) and as the matter is pending for a long time to issue early orders."

The D.A. at Rs. 16/- was agreed to by the P.L.S.C. on the understanding that it was already in vogue.

After discussion, it was decided that :-

(a) It should be found out what rate of D.A. is fixed -

(i) by the Government of Bombay for the Bombay Suburban District beyond Andheri

(ii) by the Government of India for the same area.

(b) the Regional Labour Supply Committee, Bombay Suburban District, be asked to report the area comprised in zone C.

Item 3 ibid:- Revised Schedule of rates proposed by D.C.E. 108 L. of C Area.

"Revised Labour rates schedule, D.C.E.-108 L. of C. Area.

The members were informed that :-
1 Bhisty with Mussock,
2 Chowkidar and
3. Sweeper

Were covered by Nerrick rates periodically published by H.Q. 167 L. of C. Area. So it was decided to quote the wage rates for (a) Cooly man (b) Colly Woman, boy or girl as under :-

(1) Colly man Min. 0-10-0 Max. 1-4-0 Plus D.A. Rs.16/-p.m.
(2) " Woman " 0-8-0 " 1-0-0 " D.A. Rs.16/-p.m.

The wage rates must be quoted separately as D.A. is not taken into consideration for working out overtime wage etc."

The recommendation of the Regional Labour Supply Committee was approved.

4. (Agenda Item No. 3).

Employment of Service men after demobilization.

A copy of Bombay Government circular letter, Home Department (Political) War, No. S.D. IV-1425, dated 15th November 1944, was placed on the table. The Chairman explained that the Collectors of Districts have been requested to explore the avenues for employment of returned soldiers and so, the P.L.S. is not concerned with the same. If there be any Service-men likely to be available for employment as Unskilled Labour, the Collectors should direct them to approach the Regional Labour Supply Committee concerned.

5. (Agenda Item No. 4).

Motor Truck for the Labour Supply Depot, Thana.

Letter from the Director, Government Transport Service, No. GTS-34/6496, dated 29th March 1945:-

"Please refer to your letter No. L.S.C. 32(4) (iv)/2794, dated 24th March 1945. It is regretted that there is no other suitable truck which can be exchanged for the one sold to you. I am afraid, the only course is to get a new lease lend truck if better results are to be secured."

The existing truck was purchased from the Government Transport Service for Rs. 1765 plus Rs. *230-10-0= =Rs. 1995-10-0 on 19th December 1944 and during the short period of its use by the Depot, it has been found to be unwieldy and unsatisfactory, giving about 8 miles to the gallon.

*For new tyres.

The Chairman explained that a Lease-Lend Truck was necessary and that the Government Transport Service should be asked to sell the old truck when the new Truck arrives. It was agreed that Government in the Political and Services Department should be addressed for issuing the requisite orders in respect of the replacement and sale of the existing Truck as decided above.

6. (Agenda Item No. 5).

Demand for Labour for Kirkee Factories.

Extract from telegram from Director, Unskilled Labour Supply, Calcutta, No. USL/4444/7, dated 28th February 1945 :-

"Request you intensify efforts all concerned to find five hundred labours required for Ammunition Factory and further 250 required for High Explosive Factory. Suggest special drive to meet this demand for reasons stated above."

P.L.S.C. telegram to Director, Unskilled Labour Supply Calcutta, dated 28th March 1945:-

"No response from either Nasik or Poona Regional Committee. Nasik recently reported inability supply labour to Kirkee Factory while Poona is deficit area."

Extract from telegram from Director, Unskilled Labour Supply, Calcutta, No. USL/4444/7, dated 2nd April 1945:- S.J.D.

"What steps do you propose taking to obtain the Labour. Matter now urgent."

"What steps do you propose taking to obtain the labour. Matter now urgent."

P.L.S.C. telegram to Director, Unskilled Labour Supply, Calcutta, dated 5th April 1945:-

"Regret unable to supply the labour. Suggest you apply Military Collecting Centre Dehu Road."

Telegram from Director, Unskilled Labour Supply, Calcutta, No. USL/4460/1, dated 6th April 1945:-

"Please furnish following information regarding Thana Labour Depot, One. Total number of labour sent to Army Collecting Centre. Two. Total Promised for other projects. Three. Total now in Labour Depot awaiting despatch."

P.L.S.C. telegram to Director, Unskilled Labour Supply Calcutta, dated 7th April 1945:-

"Your Telegram USL/4460/1 sixth instant, Total labour sent Army Collecting Centre todate one thousand and nine. None promised for other projects. Seventeen in Thana Depot awaiting despatch Army Collecting Centre."

The above correspondence was explained to the members who agreed to the replies sent to the Director, Unskilled Labour Supply, Calcutta.

7. (Agenda Item No. 6).

Review of Labour Supply Position in Bombay Suburban District area for March 1945.

The Review was recorded after the following point was considered:-

"Wage rates:- For enforcing standardized wage rates the following suggestions are made :-

'For the purpose of enforcing the standardized wage rates 'New Labour' may be taken to cover the following categories:-

(a) New recruits.

(b) Labour newly employed by an employer. This will cover labour which leaves one employer and gets employed by another after the standardized wage rates come into operation.

(c) Labour employed on a new job. This will cover labour of the same employer who finishes one contracted job and starts another after the standardized wage rates come into force.

The P.L.S.C. may consider these suggestions which will help practical application of the standardized wage rates."

Suggestions (a) and (b) above are covered by the instructions issued in P.L.S.C. Circular No. L.S.C. 15, dated 5th April 1945 (copy attached).

Suggestion (c) relates to labour switched off by the same employer on the completion of one work to another work under him. It was accepted that continuity of service is not broken under such circumstances. The Regional Labour Supply Committee should be informed accordingly and its attention invited to the P.L.S.C. Cir

Circular..

Circular No. L.S.C. 15, dated 5th April 1945-especially para 3 thereof.

8. (Agenda Item No. 7).

Bombay Civil Labour Units (Home Service) - Progress of recruitment for the -

The attached statements showing the progress of recruitment were read and recorded.

9. (Agenda Item No. 8).

The date of the next meeting of the Executive Sub-Committee of the P.L.S.C.

It was decided that the next meeting of the Executive Sub-Committee of the P.L.S.C. should be held on Friday the 4th May 1945 at 12 Noon in the Secretariat, Bombay, Provided the agenda justifies it.

Extra Items.

10. Minutes of the meeting of the Regional Labour Supply Committee, Bombay City, held on 4th April 1945.

The minutes were read and recorded after the following points were considered :-

Item 2(i) of the minutes - Standardization of wage rates :-

As desired by the P.L.S.C., the Regional Labour Supply Committee, Bombay City, recommended the following maximum rates for the War period :-

	Maximum*		Minimum*
Males Rs.	1-8-0	)as against minimum	(0-12-0
Females Rs.	1-0-0	)rates already approved	0-8-0
		by the P.L.S.C.	

*Excluding Dearness Allowance of annas 12 in each case.

The Bombay City committee is not aggreeable to adopting the Bombay Suburban District rates for the Bombay City area, on the ground that the standards of living in the Bombay City differ from those in the Suburban area.

Item 2(ii) - (ibid) relates to Schedule of rates proposed by the D.C.E., 108 L. of C Area :-

The subjoined statement shows the D.C.E.'s rates and those recommended by the Bombay City Committee.

Category.	D.C.E.'s rates including D.A.		Bombay City Committee rates including D.A.	
	Min.	Max.	Min.	Max.
Bhisty	1- 8-0	1-12-0	1-12-0	2- 4-0
Chowkidar.	0-12-0	2-0-0	1-10-0	2- 2-0
Colly male.	0-10-0	1-10-0	1- 8-0	2- 0-0
" female.	0- 8-0	1- 2-0	1- 4-0	1-12-0
Sweeper.	0-12-0	1-12-0	1- 8-0	2- 0-0

The Regional Labour Supply Committee in its last meeting (which was attended by the representatives of the D.C.E.) states as under :-

S.J.D.
17/7

"The.....

"The Committee was of the opinion that the minimum of annas 10 and annas 8 for a male and a female cooly repectively, recommended by the D.C.E. was not even a living wage. Besides, they observed that although the maximum wage included D.A., the minimum could not.

As the rates recommended by this committee were considered reasonable and included D.A., the representat-tives present were requested to take up the matter with the D.C.E."

The rates recommended by the Bombay City Committee for the categories of labour named by the D.C.E. were accepted by him, but in the discussion, it was observed that deducting the D.A. of annas -/12/- from the maximum of Rs. 2-0-0 recommended by the Bombay City Committee for cooly (male), the maximum ~~rooo~~ wage rate comes to Rs.1-4-0 whereas that committee has recommended a general maximum wage rate of Rs. 1/8/0 for males (excluding D.A.) for the War period.

The Executive Sub-Committee while accepting the Bombay City Committee's rates as recommended for the D. C.E.'s Schedule, directed that the above-mentioned inconsistency should be pointed out to the Bombay City Committee with a request to fix the maximum standard wage rate for males at Rs. 1-4-0 excluding D.A. instead of at Rs.1/8- as at present recommended in item 2(i) of the minutes of the Regional Committee meeting mentioned above.

Item 2(iii)- ibid - runs as under :-

"As regards the Nerrick rates proposed by the R.I.N. for daily hired unskilled labour, the P.I.S.C. accepted the views expressed by this Committee, and held that the Army and the R.I.N. could not exceed the standard wage rates fixed for Bombay City by Government on the recommendation of the Regional and Provincial Labour Supply Committees, and referred this again to this Regional Labour Supply Committee so that this committee could see that the wage rates were following by the R.I.N.

The R.I.N. representative at the meeting informed the Committee that the increase of annas 2 ~~of~~ in the basic wage rate for unskilled labour, i.e. from Rs.1/6 to Rs. 1/8, excluding D.A. came to be granted on the recommendation of Mr. ~~r~~ Rege, the Conciliator, He said that if Government insisted that the rates fixed by the committee should be adopted by all, they would be bound to enforce them, but they would not be in accordance with the wages accepted by the Conciliator.

The committee was of the opinion that legislation was necessary for the enforcement of wage rates.

The committee requested the R.I.N. member ~~of~~ to supply them with details showing how the rates for unskilled labour employed in the R.I.N. Dockyard came to be fixed at Rs. 1/8 without D.A."

After discussion, it was decided that, as a general rule, standard wage rates for any area as soon as approved by the P.L.S.C. (even before being sanctioned by Government) should be sent to the Commissioner of Labour for communication to all Conciliators as each case arises.

So far as the present case is concerned , the R.L.S.C. should be directed to intimate to the R.In. N. the standard wage rate fixed and if the same is agreed to, it should be adopted. If, however, there be any reasons for which the extra amount of annas -/2/- is based by the conciliator, those will have to be considered ~~furht~~ further by the Regional Labour Supply Committee.

~~The~~ The...

The question of arduousness, if any, should be decided by the Regional Labour Supply Committee on a representation from the R.I.N.

11. Milk rations at the Labour Supply Depot, Thana.

Read para 2 from letter from Superintendent, Labour Supply Depot, Thana, No. L.S.D. 672, dated 14th March 1945.

"Extract para 2 of P.L.S.C. letter No. L.S.C. 32(5)/2712, dated 16th March 1945:-

"As regards your request for increasing the milk rations from 3 ozs. to 6 ozs. per head per day, I am to state that the quota of 6 ozs. allowed originally at item 4 of Appendix B referred to in para 1 above, has since been reduced to 2,2/5 ozs. of milk-tinned per head per day vide Government of India, Department of Labour P.C.L.U. Circular No. 38, dated 23rd January 1945- a copy of which has been forwarded to you direct by Government under Political and Services Department endorsement No. 8264/34/1816-E, dated 31st January 1945. It seems that these orders have not yet been given effect to. They should, therefore, be acted upon immediately."

Extract from letter from Superintendent, Labour Supply Depot, Thana, No. L.S.D. 23, dated 3rd April 1945:-

"The question of sufficiency or insufficiency of tinned milk had to be deferred till it was tried. The contractor was, in the meanwhile, asked if it was possible to supply tinned milk. It has since been learnt from the contractor that it is difficult to get them locally in sufficient quantities. Inquiries were also made with a couple of other contractors as well. By the bye, it may be stated that Major Speed who was recently here told me that the scheme of tinned milk was not meant for Depot like this.

Under the circumstances, taking the scheme ~~of~~ as it is, I propose that the quota of milk may be raised to at least 4 ozs. The milk is purchased at present at the rate of 3 ozs. per head."

Read endorsement (on above) by the Executive Officer, P.L.S.C., Bombay, No.L.S.D. 13, dated 5th April 1945.

Major Speed explained that under the original ~~x~~ rule (before amendment), no tea was allowed , whereas, the amended rule while reducing the milk quota to 2,2/5ozs. allows tea in addition. In view of this, the quota of 2,2/5 ozs. was considered sufficient. If no tinned milk be available, ordinary milk should be supplied.

*Vide Item 4 Appendix B to Govt. of India, Deptt. of Labour , ~~P.L.S.C.~~ P.C. L.U. Cir. No. 15(H.S.)dated 15-~~8~~-44.

3

Sd/-

Bombay)
14th April)
1945.)

Secfetary,
Provincial Labour Supply Committee,
Bombay.

S.J.D.
17/7

Accompaniment to minutes of the meeting of the Executive Sub-Committee of the P.L.S.C., held on 13th April 1945.

Weekly 'Intake' statements of unskilled labour at the Labour Supply Depot, Thana, for the last four weeks :-

For Week ending.	Labour taken on during the week.	Source of supply i.e: (a) The particular recruiting centre. (b) Other sources.	No. of the Bombay Civil Labour Unit (HS) for which the recruits have been taken on.	Total number of labour in the Unit referred to in Col. 4 up-to-date.	Remarks.
1.	2	3	4	5	6
Sunday. 18-3-45	111	Poona 23 R.R.C. 4 Bombay 60 Self 1 Pathans 23 111	No.1.	833 Poona 1 R.R.C. 1 Bombay 1 Pathans 10 13 Deserted Poona 1 Bombay 3 Pathan 1 5	Rejected. 1. 3. 1. 5.
Sunday. 25-3-45.	141	Poona 38 R.R.C. - Bombay 75 Self 1 Mr.Shamas-Khan 27 141	No.1.	925 Poona - Bombay 8 Mr.Shamas-Khan. 6 14 Deserted Poona - Bombay 7 Mr.Shamas-Khan. 9 17	Rejected. 1 7 9
Sunday. 1-4-45	111	Poona 35 R.R.C. 1 Bombay 59 Self 1 Mr.Shamas-Khan 15 111	No. 1.	838 Poona 4 Bombay 7 Mr.Shamas-Khan 9 16 Deserted Poona 4 Bombay 7 Mr.Shamas-Khan 9 Not willing to work 1	Rejected. Poona 1 Bombay 1 Mr.Shamas-Khan. 1 1
Sunday. 8-4-45.	152	Poona 36 Bombay 76 Self Unit 9 Commander at A.C.C.3 S.Khan. 28 152	No.1. No.2. (Sweepers)	982 Poona 1 Bombay 1 Self 3 27 5 Bombay not willing to work. 1	Rejected. Poona 4. Bombay 4. S.Khan 1 9

P.T.O.

Strength of Labour Supply Depot, Thana, received on 13th April 1945.

Depot.		Bombay Civil Labour Units.		
		At the Depot.	At the Army Collecting Centre.	
			No.1(HS)	No.2(HS)
Superintendent	1.	Unit Commander	-	2	-
Medical Officer	1.	Medical Officer	1	1	1
Asstt. Supdt.	1.	2nds-in-Command	1	1	1
Head-Clerk-cum-Accountant.	1.	Supervisors.	4	7	-
Supervisors.	2.	Asstt. Supervisors	21	11	4
Typist.	1.	Storemen-Clerks.	-	2	-
General Clerk.	11.	Nursing Orderlies.	7	6	4
Compounder.	1.	Compounder	-	1	1
Driver.	1.	Labourers (Pathans | 12)39	994	78
Hamals.Cooks.	2.	Sweeper.	7	10	2
Hamals.	9.	Record Clerks.	2	-	-
Chowkidars.	6.	Chowkidars.	-	10	10.
Sweepers.	3.				
Store-Keeper.	1.				

Standardized wage rates for Unskilled Labour - Procedure for enforcement of -

Provincial Labour Supply Committee
Circular No. L.S.C. 15.

New Block, Secretariat, Bombay 5th April 1945.

Read para 12 of the minutes of the Provincial Labour Supply Committee meeting held on 23rd March 1945, noting the orders issued in the subjoined letter from the Government of India, Department of Labour No. L-MP 90(2) , dated 23rd February 1945 :-

" I am to refer to this Department's letter No. LMP 2-858, dated 27th October 1944.

The Provincial Labour Supply Committees will make recommendations in respect of standardization of wages and it is suggested that the actual decisions on such recommendations should be taken by the Provincial Government themselves who can consider the recommendations in the light of all relevant circumstances."

Read P.L.S.C. endorsement No. L.S.C. 15/2567, dated 1st March 1945, forwarding a copy of the above quoted letter from the Government of India to all Regional Labour Supply Committees for information.

MEMORANDUM :- The following procedures should be noted in respect of the introduction of standardized wage-rates in the various areas of the Regional Labour Supply Committees.

2. After the standard wage rates proposed by a Regional Labour Supply Committee are accepted by the P.L.S.C., they have to be finally approved by the Government of Bombay in accordance with the Government of India orders quoted in the preamble above. On receipt of the orders of Government sanctioning the rates, a the Regional Labour Supply Committee should notify them to all the Government and Defence Service Employers, so that they can enforce them on all their works (including contractor's labour) on all new labour employed thereafter.

In other words, it should be made clear that the approved standard wage rates are not to be forced on the labour already working but are meant to apply only to new labour.

3. For purposes of these orders, it has been accepted that where employment at present rates has been broken, a labourer taken on by a new employer should be paid at the new rates i.e. the standardised wage rates.

Sd/-
Secretary,
Provincial Labour Supply Committee, Bombay,

To

The Regional Labour Supply Committees.
The Political and Services Department , Secretariat ,
(by letter).

S.J.D.
17/7/

(Draft.) - Minutes of the meeting of the Executive Sub-Committee of the Provincial Labour Supply Committee held on Friday the 10th November 1944 in the Secretariat, Bombay.

Present :-

Chairman - Sir Charles Bristow, C.I.E.,I.C.S., Adviser (Home) to H.E. the Governor.

Members - W.H.E. Garrod, Esq., I.S.E., Chief Engineer and Secretary to Government P.W.D.
Lt. Col. G.C.Marsh, A.Q.M.G. 108 L. of C. Area.
Major K. A. Fearnside-Speed, D.A.D.P. & L. 110 L. of C. Area.
Rao Saheb J. V. Muzumdar, B.A., Secretary.

Col. A. E. Armitage, Deputy Chief Engineer, 108 L. of C. Area, who was to arrive in Bombay from outside was not present.

2. (Agenda Item No.1).

Regional Labour Supply Committees.

Government of India, Department of Labour, letter No. L-MP 1/40, dated 11th October 1944 (received through the Government of Bombay, Political and Services Department) communicating their approval to the setting up of Regional Labour Supply Committees for Bombay City, Bombay Suburban District, Kalyan, Poona (inclusive of Kirkee and Dehu Road Areas), Nasik, Ahmedabad and Belgaum (inclusive of Hubli and Dharwar areas) on the lines set forth in para 14(b) of the Annexure to the Government of India, Department of Labour, letter No. L.R. 91, dated 13th January 1944 and adding that the Government of India's prior approval should invariably be obtained before any Regional Labour Supply Committee is set up.

The Government of India orders were noted.

3. (Agenda Item No. 2).

Standardization of wage rates for Unskilled Labour.

Copies of Government of India, Department of Labour, letter No-L-MP2-858, dated 27th October 1944 have been forwarded to all the Regional Labour Supply Committee with a request to submit to the Provincial Labour Supply Committee their proposals regarding the standardization of wage rates in their respective areas, on the lines and suggestions made by the Government of India, It was decided to await receipt of the Regional Committees' proposals.

4. (Agenda Item No. 3).

Estimate of Expenditure regarding Labour Supply Depot, Thana.

The statement showing the items of approximate expenditure in connection with the (nucleus)staff, equipment etc. required for the Depot near Thana, and also the raising of the First Bombay Civil Labour Unit (Home Service), was read and generally accepted. The orders of Government since received in connection with these items are noted below :-

(a) Government Memorandum, Political and

and Services Department , No. 8278/34-E, dated 6th November 1944 sanctioning Lump Sum grants as under for the Labour Supply Depot at Thana for expenditure during the current year :-

	Rupees	
(1) Pay of staff.	8,000/-.	
(2) Contingencies.		
(i) Telephone	160/-.	
(ii) Equipment.	11,000/-.	
(iii) Rations.	70,000/-.	on the basic that on an average 500 labourers will have to be fed every day.
(iv) Unforeseen.	4,000/-.	
(v) Contingencies.	4,000/-.	
(vi) Petty Supplies	1,000/-.	

A permanent advance of Rs. 5,000/- is sanctioned for the depot.

(b) Government Resolution, Political and Services Department, No. 8278/34, dated 10th November 1944, sanctioning the following staff for the ~~post~~ Depot upto 28th February 1945:-

(1) One Store-Keeper in the scale of Rs. 60-5-75. A starting pay upto Rs. 70/- per mensem is permitted if a suitable man cannot be found on Rs. 60/- per mensem.

(2) Two Clerks on their grade pay admissible in the scale of Rs. 25/5/2-55-60-5/2-75, plus a personal pay of Rs. 15 per mensem.

(3) A Compounder in the scale of Rs. 25-5/2-65 ~~wi~~ with a starting pay upto Rs. 50 per mensem to an ~~exp~~ experienced Compounder.

(4) Two Superivisors upto Rs. 60/- per mensem each.

(5) Ten Hamals on pay upto Rs. 20 per mensem each.

(6) Six Sweepers on the rates of pay admissible ~~f~~ for Sweepers in Thana.

Government Memorandum, Political and Services Department , No. 8278/34/21644-E, dated 14th November 1944:-

"The undersigned presents compliments to the Accountant, General, Bombay, and is directed to state that the Secretary , Provincial Labour Supply Committee, Bombay, is authorised (1) to pass bills in connections with the articles of equipment (pots, furniture etc.) purchased for the Labour Supply Depot at Thana, (2) to draw money from the contingent grant sanctioned for ~~he~~ the Depot to meet the transport charges for sending labour to Thana and (3) to ~~m~~ make appointments of subordinate staff (store-keepers, clerks, supervisors and inferior servants etc.) on a higher starting pay (if necessary) within the pay-scales approved by Government provided that the max-imum of the sanctioned scale is not exceed and provided also that each of the cases in which higher starting pay than the minimum of the sanctioned scale is allowed is reported to Government."

5. (Agenda Item No.4).

Appointments of Depot Superintendent, Unit Commanders ~~XX~~ and Supervisors.

Details.....

Details regarding the staff required for the Depot and the Unit, were discussed and it was decided that the work of selecting ~~stui~~ suitable candidates for the required posts should be proceeded with as quickly as possible.

The Depot Superintendent's selection was made and Mr. G. Scutt appointed to the post. He assumed charge of his duties from 10th November 1944. Selection for the posts of 3 Unit Commanders and 4 2nds-in-command were also placed before the meeting and approved.

Regarding supervisory personnal, some selections were made but as the required number was not available, it was decided to re-advertise the posts. This has since been done and the candidates responding to the same will be interviewed and selected by the Depot Superintendent at Thana.

6. (Agenda Item No.5).

Subsidiary Labour Supply Depot near Dehu Road.

Government of India, Department of Labour, letter No.L-MP 18/652, dated 24th October 1944, stating inter alia as under :-

" It is not clear from the letter under reference whether the Government of Bombay support the suggestion made by the G.O.C., L. of C. Area 110, that a subsidiary Labour Supply Depot should be opened at Dehu Road. This Department would be glad to learn:-

(a) Whether the amount of Labour available (particularly Army rejects) warrants the setting up of a subsidiary Labour Supply Depot.

(b) Whether Dehu Road is the most suitable location for such a sub-depot, and

(c) if not, where in the opinion of the Government of Bombay, should sub-depot be set up to be the greatest advantage.

It was decided that the actual position should be explained to the Government of India. This is being done through the Government of Bombay.

7. (Agenda Item No. 6).

Wages of Sweepers at Ambernath.

Letter from Superintendent, Ordnance Factory, Ambernath, No. 25/Con, dated 2nd/4th November 1944 as under :-

"In reply to the above, we have to inform you that Conservancy Male and Female Sweepers are employed by us on Rs. 22/8 and 20/8 p.m. respectively plus dearness allowance of Rs.11/- p.m.

They are also supplied with rations at cost of purchase according to Provincial scale of issue."

It was decided to invite the attention of the Regional Labour Supply Committee, Kalyan, to the opinion of the Provincial Labour Supply Committee as recorded in the last sentence of para 11 of their minutes of the meeting held on 26th October 1944 (viz. that no action was considered necessary unless ~~the~~ and until the Ordance Factory, Ambernath demands additional number of sweepers.

The.....

The Regional Labour Supply Committee hasb be been informed accordingly ,

8. (Agenda Item No.7).

Government of India Circulars regarding number of personnel of P.C.L.Units (Home Service).

Letter from D.A.D.,P. & L., H.Q. 110 L. of C. Area, No. 3536QPL, dated 4th November 1944 forwarding the following --- circulars issued by the Government of India, Department of Labour Cir. No. P.C.,L.U. No.13, dated 14th September 1944. Cir. No. P.C.L.U.No. 20, dated 9th October 1944.

The circulars were read. Copies of the circulars have been endorsed to the Depot Superintendent, Labour Supply Depot, Thana, for information and guidance.

It has also been brought to the notice of the Government of India that these circulars were received from the D.A.D.P. & L., no H.Q. 110 L. of C. Area and that they were not sent to this Committee nor the Government of Bombay by the Government of India and that Government has been requested to send such circulars , in future, to this Committee.

9. (Agenda Item Nos. 8,9, & 10).

Minutes of the meeting of the Regional Labour Supply Committee, Nasik, held on 21st October 1944.

Minutes of the meeting of the Regional Labour Supply Committee, Belgaum, held on 24th October 1944.

Minutes of the meeting of the RegionalLabour Supply Committee, Ahmedabad, held on 24th October 1944.

These were read and recorded with the remark that the Secretaries of the Regional Labour Supply Committees should be asked to study carefully the minutes of the Provincial Labour Supply Committee meetings, so that questions which have already been decided by the P. L.S.Committee are not unnecessarily repeated in the minutes of the Regional Labour Supply Committees.

When any new points requiring orders of the Provincial Labour Supply Committee are raised in the minutes of the Regional Committees, a separate specific reference should be made to the Provincial Labour Supply Committee for each of such items, stating clearly on wh what particular point the orders are required.

Provincial Labour Supply Committee letter No. L.S.C. 14(6), dated 6th November 1944 addressed to Government (explaining the present position in Ahmedabad about excessively high rates of Dearness Allowance paid to the mill labour, and ~~suggestion~~ suggesting the necessity of Legislation making the payment of Dearness Allowance at a rate of more than 75% of the increase in the cost of living index, illegal) was read for the information of members.

10. (Agenda Item No. 11).

Letter from the Government of India, Department of Labour, No. L-MP 18/39, dated 11th July 1944, on the subject of "Unskilled Labour Supply - views and suggestions etc. - regarding - "

It was decided to request to Government of Bombay to reply to the Government of India letter om the .....

the lines of the accompanying letter (since issued under No. L.S.C. 13, dated 11th November 1944).

11. (Agenda Item No. 12) .

It was decided to hold the next meeting of the Executive Committee on Friday the 24th November 1944 at 12(Noon) at the Secretariat, Bombay.

12. During the discussions, it was also decided, at the suggestions of Major Speed, that action should be taken as indicated below to accelerate the working of the Depot and formation of the Bombay Civil Labour Unit (Home Service) :-

(a) That the Surgeon General with the Government of Bombay should be requested to provide as soon as possible a full-time medical officer for the Depot, to replace the arrangement made at present of a part-time Medical Officer, as the latter arrangement was considered to be inadequate and temporary.

(b) That the Surgeon General with Government of Bombay , should also be addressed to expedite the arrangements for providing a full-time Medical Officer required for the Unit.

(c) That a motor truck should be purchased immediately through H.D. (A.R.P.) for the use of the Depot, the Director of the G.T.S. organisation being requested to provide a Driver for the Truck and also to arrange for its periodical overhauling, cleaning etc. as well as for supply of petrol.

(d) That the Secretary, P;L.S. Committee should see the Post-master General and request him to (1) provide sufficient extra staff at the Post Office nearest to the Depot (viz. Thana or Mulund) to meet the heavy number of family allotment , money orders from the labour in the depot, on the Book-adjustment system as followed inth the case of Army labour.

(e) That a suitable simple uniform as that of the A.R.P. should be provided for the Chowkidars and Hamals at the Depot, with a brass badge similar to those worn by Government peons.

(d) That Supervisors at the Depot-~~hou~~ should ~~ase~~ also be provided with a uniform as in the A.R.P.

(f) That a form of agreement as per copy attached (which was approved), should be got signed by every member of the Depot and the Unit.

Bombay, 17th November 1944.

Sd/-
Secretary,
Provincial Labour Supply Committee
Bombay.

S.J.D.
11/11/56

BOMBAY PROVINCIAL LABOUR SUPPLY DEPOT
and
BOMBAY CIVIL LABOUR UNITS HOME SERVICE.

THIS FORM OF AGREEMENT TO BE EXECUTED BY ALL PERSONNEL.

Articles of agreement made this ..... day of .... one thousand nine hundred and _____ _____between,_____of _____ of the one part (hereinafter called the employee and the Governor of Bombay (hereinafter called the Government) of the other part. whereas the employee has been appointed by (a)_____(hereinafter called the appointing officer which expression shall where the context so admits include any officer under whom the employee may hereafter be serving having authority to make the like appointment) as _____in the _____ Depot on the terms and conditions hereinafter appearing, now Unit.
It is hereby mutually convenanted and agreed as follows that is to say:

1. The employee shall remain and continue in the service of the Government as _____ for the period of one year in the first instance or for the duration of the War, whichever is the earlier , and shall during such service employ himself honestly efficiently and diligently under the orders of the Officers of Government under whom he may be placed and discharge all duties which required to be performed by him in his capacity of _____ and shall in addition thereto make himself in other respects generally useful and shall if directed to do so, proceed to any station in India to which he may be ordered and shall conform to all the rules and regulations of the Depot / Unit in which he is serving.

2. If the employee shall, when not subject to military law commit a breach of the provisions of this agreement and a claim shall arise or be made by the Government for damages resulting from such breach, the Government shall be entitled to retain all monies to the extent of the Government's claim which at the date of such breach or subsequently thereto may be or become payable by Government to the employee under this agreement and to appropirate such monies against such damages. (N.B. - For the purposes of this clause the the damages occasioned to the Government by the employee quitting his situation in contravention of this agreement shall in the case of an employee other than a permanent non-pensionable employee of the Military Engineer Services be taken to be a sum equal to one month's pay or salary at the rate then receivable by the employee. In the case of a permanent non-pensionable employee of the Military Engineer Services, the damages occasioned to Government shall be forfeiture of the whole of the Government contribution to his Provident Fund and interest thereon.

3. If the employee shall, when serving under conditions which render him subject to military law, commit a breach of the provisions of this agreement, he may be dealt with in accordance with the provisions of such law.

4. If the Government or the appointing officer(viz. Depot Superintendent, Thana) shall at any time become desirous of dispensing with the services of the employee the Government or the appointing officer shall, subject to the provisions of clause 5 of this agreement give the employee (b) _____ calendar month's notice in writing of such desire, and in default of such notice, the employee shall be entitled to receive (b) _____ month's pay or salary then receivable by the employee.

(a) Insert designation of officer empowered to make the appointment.

(b) "One", if a temporary employee or a probationer in a p-ermanent establishment.
"Three", if a permanent employee borne on a permanent pensionable estiblishment.
"Six" , if a permanent non-pensionable employee of the Military Engineer Services.

5 .....

5. The Government or the appointing officer may, at any time, without notice, dispense with the services of the employee for gross misconduct, of which misconduct the officer dispensing with the services of the employee shall be the sole judge, and thereupon the services of the employee shall be terminated.

6. The Government shall subject to the rules and regulations of the Depot/Unit concerned apay to the employee so ~~long as he shall~~ Unit ..... long as he shall remain in the service of Government the salary of the post x to ~~which~~ which for the time being he may belong in such Depot/Unit such salary to be paid monthly and every month and to cease on the day of his quitting the said service or on the day of his discharge, and if he shall die while in such service ~~the~~ then such ~~said~~ salary shall cease upon the day of his death.

_____ } Signature of
_____ } two withesses.

Stamp.

_____ Signature of the Appointing Officer

Place_____

Date_____

_____ Signature of the Employee

Place_____

Date_____

(Draft)Minutes of the Third meeting of the Executive Sub-Committee of the Provincial Labour Supply Committee held in the Secretariat, Bombay, at 12 Noon on Friday the 22nd December 1944.

Present:-

Chairman :- Sir Charles Bristow, C.I.E., I.C.S.,
Adviser (Home) to H.E. the Governor.

Members :- W. H. E. Garrod, Esq., I.S.E.,
Chief Engineer and Secretary to the Government P.W.D.
Lt. Col. E. R. Davies for Col. A.E.Ammitage,
Deputy Chief Engineer, 108 L. of C. Area.

Lt. Col. G. C. Marsh,
A. Q. M. G., 108 L. of C. Area.

Major K. A. Fearnside-Speed,
D.A.D.P. & L., 108 L. of C. Area.

Rao Saheb J. V. Muzumdar, B.A., Secretary.

K. D. Billimoria, Esq., B.Sc., I.P., District Superintendent of Police, Thana, also attended (by invitation).

2. (Agenda Item 1).

Minutes of the meeting of the Regional Labour Supply Committee, Poona, held on 29th November 1944.

The minutes contained, inter alia, the following question:-

Fixation of Standard rates of wages for Unskilled Labour in the area of the Regional Labour Supply Committee, Poona.

This question had already been discussed at length in the last meeting of the P.L.S.C. held on 8th December 1944 and it was decided that a directive letter should be addressed to all the Regional Labour Supply Committees on the lines indicated in para 21 of the minutes of that meeting. The draft of this letter was read and approved after discussion. It has since been issued* and a copy is attached hereto.

*Under No.LSC 15½ 1, dated 23-12-44.

3. (Agenda Item 2).

'Police rejects'

Letter from the Depot Superintendent, Labour Supply Depot, Thana, No. L.S.D.121, dated 12th December 1944 to the Regional Labour Supply Committee, Bombay City :-

"Subject:- "Police Rejects - admission of "
Reference your No. R.L.S.C. 3/387 of 1944 dated 8-12-44.

I visited Naigaum Police Head Quarters on the 11th December and interviewed the Rejects-22 in all and explained to them the terms of service of the Labour Supply Depot.

Not one of them was prepared to work as a labourer.

I later saw Inspector Hartnup and discussed the matter with him. It was agreed that in future "Rejects" should first be apprised of the terms of service and their duties and only when agreeable I should be asked to take them over."

Mr. K. D. Billimoria, District Superintendent of Police, Thana, expressed the opinion that as generally recruits for the Police Force are literate and belong to a different category from that of labourers, it is not likely that they would be induced to join the Bombay Civil Labour Units (Home Service). The question, therefore, arose whether it would be worthwhile trying to exploit this source.

worthwhile trying to exploit this source.

After discussion the Sub-Committee held that this source should not be abandoned, as, after all, some may accept the changes of being recruited into the Bombay Civil Labour Units as do Army rejects. What is necessary is intelligent propaganda whereby the position would be clearly explained to the rejects - particularly features be properly presented, many of the attractive features of the Units as a uniformed corps. If the features be properly presented, many of the rejects are likely to accept them. Mr. Billimoria undertook to explain to the Officer at the Police Recruiting Centre the special features and benefits of recruitment to the Units.

(Agenda Item 3)-

Minutes of the Meeting of the Regional Labour Supply Committee, Bombay City, held on 29th November 1944.

The minutes which were placed on the table were read and recorded with the following remarks. :-

Para 1 to 3 call for no remarks.

Regarding para 4 about statistics:- This is disposed of by P.L.S.C. letter No. L.S.C. 11/1544, dated 15th December 1944 (copy attached).

Wage-rates:- This question has been discussed by the P.L.S.C. in its last meeting vide para 21 of the minutes of the meeting and a directive letter as per draft approved under item 1 supra has been issued to all the Regional Su Labour Supply Committees.

Indents for Labour :- With regard to this proposal of the Regional Labour Supply Committee, their attention should be drawn to the following orders :-

(i) Government of India, Department of Labour, Memorandum No. L-MP-2/796, dated 15th September 1944 (Labour Depot Circular I).

(ii) P.L.S.C. Circular No. L.S.C.1(iv) , dated 19th September 1944.

The Sub-Committee decided that the Regional Labour Supply Committee should be asked to abide by the above quoted orders in dealing with indents for labour.

Para 5 of the minutes :- This relates to standardization of wages and will be covered by the directive letter re referred to above.

Paras 6 and 7 ibid:- These call for no remarks.

5. (Agenda Item 4).

Recommendations of the Regional Labour Supply Committee , Nasik based on the minutes of its meeting held on 21st October 1944.

"(1) At the suggestion of the Chairman, the Committee decided that it must have statutory powers for collecting statistics, standardizing wages, preventing "switching" of labour etc:, otherwise it cannot be do much. Please issue the necessary orders in this connection.

(2) The Minimum Standards of Conditions of Service as laid down by the Sub-Committee of the P.L.S.C. were read by the Chairman and approved by the Committee . But Majority of the employer services do not observe these standards. The requisite order of the P.L.S.C. is required to enforce these standards on the employer services.

(3).....

S.J.D.

(3) At the suggestion of the Chairman, the Committee decided that cheap grain and cloth shops and good tea shops and canteens should be opendd for workers to ~~a~~ improved their health and sobriety. Please issue the necessary orders in this connection.

(4) The suggestion of the Chairman for the establishment of a Wage Fixation Board on Provincial Basis to function on the lines of the British Trade Boards for the adjustment of wages from time to time on the basis of minimum costs of living was considered by the Committee and accepted. Please inform us what line of action has been taken by the P.L.S.C. in this connection.

(5). It was decided by the Committee to pay regular attendance allowance at the rate of 2 Annas per day to those workers working for 26 days. Please issue the necessary orders in this connection.

(6) It was decided to send the Secretary on tour to ascertain the difficulties with regard to ~~labour~~ labour employed by Government and private enterprises. The estimates of expenditure for this purpose are Rs. 500/- . The grant may please be sanctioned at a very early date.

(7). The Committee decided that it is worthwhile opening a Depot at Nasik. Please inform us what line of action has been taken by the P.L.S.C. in this connection.

The recommendations above were discussed by the Sub-Committee seriatim and the decisions are noted below:-

Item (1) : This pertains to conferment of statutory powers. The Government of Bombay has already been addressed in this connection vide P.L.S.C. letter No. L.S.C. 13, dated 11th November 1944 (copy attached).

Item (2) : Enforcement of the minimum standard of conditions of Service is only possible against Government and Service Employers. The Government of India have been addressed by the Government of Bombay in their letter, Political and Services Department, No. 7889/34/17489-E, dated 3rd October 1944.

Item (3):- This relates to the opening of -
(a) Cheap grain and cloth shops.
(b) Good tea shops.
(c) Canteens.

Regarding (a) attention is invited to condition of 1 of the Minimum Standards of Conditions of Service which provides supply of all basic food grains at site of work or other convenient place by all employers of labour. It is clear that, Secretaries of the Regional Labour Supply Committees do not study the minutes, orders and other literature issuing from this office or Government. This has been once pointed out to the Regional Supply Committees.

The opening of cheap grain and cloth shops, tea shops and Canteen, are not included in the Minimum Standards of Conditions of Service which have been laid down by the P.L.S.C. The suggestion was accordingly not approved by the Sub-Committee.

Item (4):- The Regional Labour Supply Committees have been assigned this task and it is for these committees to propose adjustment of wages for their respective areas. The directive letter, referred to in para 1 supra, indicates the lines on which this should be done. It is not possible to have uniform rates over the whole Province. The P.L.S.C. provides sufficient coordinating control over the Regional Labour Supply Committees' proposals.

Item (5): The proposed payment of attendance allowance of annas -/2/- per day per head is contrary to w

day per head is contrary to what is being attempted to be done in the control of wages. It would simply result in an increase in wages all round . The Sub-Committee decided that the proposal could not be a accepted.

Item (6):- Proposal was based on Major W. Kellard's letter (No. 1565/7/HQS, dated 1st October 1944) addressed to the Collector of at Nasik. It however, does not state what are the difficulties which are to be overcome with regard to labour employed by Government as well as by private enterprise.

There are no orders whereunder the Secretary can be sent on tour for such purposes. If any difficulties do exist and are reported by the employers of Labour to the R.L.S.C., they can always be considered by the Committee . In the circumstances, the Sub-Committee decided that the proposal should not be entertained.

Item (7):- This relates to the opening of a Labour Supply Depot at Deolali (and not Nasik). This question has already been dealt with in para 18 of the minutes of the P.L.S.C. meeting held on 8th December 1944. The Sub-Committee accordingly decided that the attention of the R.L.S.C., Nasik, should be drawn to the same and that they should be informed that it is not necessary to open another Depot viz. at Deolali. If there be any surplus labour there, it should be sent to the Depot at Thana; and any surplus that may remain at Thana after meeting Army requirements will be spared for the contractors..

6. (Agenda Item 5).

The subjoined statement showing the latest figures of recruitment for the Labour Supply Depot, Thana, and the Bombay Civil Labour Units (Home Service) as ascertained from the Superintendent on the morning of 22nd December 1944, was read for the information of the members. :-

Depot		Unit	
Depot Superintendent	.. 1.	Unit Commanders	.. 3.
Medical Officer	.. 1.	Medical Officer	.. 1.
Assistant Depot Supdt.	.. 1.	Seconds-in-Command	.. 3.
Head-Clerk-Cum-Accountant	.. 1.	Supervisors	.. 4.
General Clerk	.. 1.	Assistant Supervisors	.. 26.
Typise	.. 1.	Storement-Clerks.	.. 2.
Chowkidars.	.. 2.	Labourers.	.. 101 plus 15 awaiting medical examination.
Mamals	.. 4.		
Sweepers	.. 2.		
		Nursing orderlies	.. 4.
		Compounder	.. 1.

7. (Agenda Item 6).

Designations of Depot Superintendent and Assistant Depot Superintendent, Labour Supply Depot, Thana.

For the sake of brevity, the designations may be be shortned to -

(i) Superintendent, Labour Supply Depot, Thana,
(ii) Assistant Superintendent, Labour Supply Thana.

This was approved.

8. (Agenda Item 7)

It was decided that the next meeting of the Executive Sub-Committee should be held on Friday the 19th January 1945 at 12 Noon in the Secretariat, Bombay.

9. (Extra Item No.1).

Communal Cooking.

Letter from the Government of India, Department of Labour, No. L-MP 5/549, dated 14th December 1944:-

"The Government of India have decided that the scale of rations for labour at the labour supply depots will, with immediate effect be as laid down for Provincial Civil Labour Units (Home Service) (vide Labour Department Provincial Civil Labour Units Circular No. 15 (H.S.) dated 15th September 1944).

It has been also been decided that in future rations should be issued in bulk, and each group of about 50 workers should be supplied with a set of cooking utensils, the expenditure being charged to the work for which labour is supplied. Two workers out of the gang of 50 should be detailed for cooking purposes, that is, one would work as a cook and one as a water-carrier or cleaner of utensils.

The scale of cooking utensils should be as in Annexure II to Appendix C to the Scheme for Provincial Civil Labour Units (H.S.)

These orders apply to all labour at labour supply depots excluding colliery labour in whose respect separate orders will follow soon.

These orders supersede previous orders in respect of scales of rations at the depots and method of cooking."

As regards A of the Government of India letter, it may be stated that the need for securing trained cooks was recently discussed by the Provincial Labour Supply Committee in its meeting on 8th December 1944. The Committee's decisions in this connection is contained in para 23 of the minutes of that meeting. The Government of India will be written to as decided by the P.L.S.C.

The attention of the Superintendent, Labour Supply Depot, Thana, should be drawn to this order.

Regarding cooking pots, the system of cooking on communial lines as suggested by the Government of India will need more pots. These, it was held, would probably be supplied at the collecting centre. As regards the extra poss, if any, which will be required at the Depot, the Sub-Committee decided, that it should be left to the Superintendent to purchase them under the Government of India orders quoted above.

10. (Extra Item No. 2).

Initial steps in connection with raising of of Provincial Civil Labour Units.

(i) Government of India, Department of Labour Circular No. L-MP 18/98 (being Circular No. PLU/2), dated 1st August 1944 (copy attached.

and

(ii) Government of India, Department of Labour, P.C.L.U. Circular No. 30(FS), dated .....

dated 7th November 1944 (copy attached).

The instructions contained in the above letters have been communicated to the Superintendent, Labour Supply Depot, Thana for information and guidance.

11. (Extra Item No. 3).

Sweepers - Lowering the standard of physical fitness for

Endorsement from the Collector and Chairman Regional Labour Supply Committee, Ahmedabad No. R.L.S.C. 1-76, dated 16th December 1944, forwarding the following letter from A.R.O., Ahmedabad No. AD/7, dated 6th December 1944 addressed to the Collector and Chairman R.L.S.C., Ahmedabad :-

Sweepers are very scarce. I am hardly ever able to fulfil my own demands for may many months. We may be able to supply if no bar is put re-medical examination. At present I understand that the sweepers for labour supply Depot have to be of the same medical category as other men obtained for Labour Supply Depot.

If the standard is lowered as compared to labourers supplied to Labour Supply Depot, there may be a possibility of getting some."

The opinion of the Chairman, Regional Labour Supply Committee, Ahmedabad, that there does not seem to be any objection to lowering the standard of the physical fitness of sweepers was accepted both in case of sweepers required for the Depot as well as for the Units so long as they are able to do ~~tok~~ their work. The Government of India should be informed accordingly.

12. (Extra Item No. 4).

Travelling Allowance for Secretary, Regional Labour Supply Committee, Nasik, for touring to ascertain difficulties regarding unskilled labour - (videcopy of a letter from the Collector and Chairman, R.L.S.C., Nasik, No. R.L.S.C. (N)/55, dated 4th December 1944).

Please see the Sub-Committeeas remarks in para 5 supra

13. (Extra Item No.5).

Additions to the Regional Labour Supply Committee, Poona.

Letter from the Collector and Chairman, R.L.S.C., Poona, No. R.L.S.C./org/1, dated 9th December 1944 :-

" I have the honour to inform you that under the authority delegated in your No. LSC 14/1456, dated 21st November 1944, I have nominated the following persons as members on the Regional ~~of the~~ Labour Labour Supply Committee, Poona, subject to the approval of the Provincial Labour Supply Committee, Bombay.

1. The Superintendent, High Explosive Factory in place of the Superintendent, Ammunition Factory, as representative of the H.E. and Ammunition Factory, Kirkee.

2. Captain J. R. P. Ottley, 110 L. of C. Area representing Admin Comdt., Dehu.

I request that the approval of the Provincial Labour Supply Committee, Bombay, to these nominations may please be communicated to me in due course.

The Nominations were approved. The Regional Committee, Poona, should be informed accordingly.

14. (Extra Item No. 6).

Driver for the Depot Motor Truck No.BMT-6167 (M-II)

Letter from the Director, G.T.S., No. GTS 4447, dated 19/20th December 1944:-

"Referring to our recent conversations and your taking over BMT-6167 I have arranged for one of our drivers to be detached and to go to you on temporary transfer. He will do a certain amount of mechanical work I have and I have offered him, as arranged , a monthly pay of Rs. 65/- plus Dearness Allowance whilst you have agreed to provide him with free quarters and food. Financial sanction for this pay may please be obtained and this office intimated to that effect at a very early date."

The pay of Rs. 65/- proposed by the Director was approved by the Sub-Committee. As regards Dearness Allowance , it will not be admissible to the Driver who will be allowed free rations and "single" quarters at the Depot; However, as the Driver is able to do a certain amount of mechanical work in connection with the Truck, it was decided that he should be given Rs. 14/- per month as "Mechanical allowance ." In otherwords , he will be able to draw the same remuneration as has been recommended by the Director. . . .

15. Extra Item 7)

The Chairman informed the Sub-Committee that H.E. the Governor has decided that two Mamlatdars should be placed under the A.R.O., Ahmedabad, to help in recruiting for the Bombay Civil Labour Units (Home Service). Beside , these, the District Superintendent of Police, Thana, has also been appointed as part-time Executive Officer for the P.L.S.C. to speed up the arrangements for the Labour Supply Depot, Thana, in addition to his own duties for 2 months. The Chairman accordingly raised the question whether a full time Executive Officer would still be needed for the Depot.

Major Speed explained that the District Superintendent of Police, Thana, has done a lot to help the Depot in getting through its various requirements and that it would be a good thing if he continues to do so in future, as most of the work in connection with the Depot will hereafter be at Thana.

Mr. Billimoria pointed out here that it would be more convenient if he is continued to do this extra duty in his present position as District Superintendent of Police, Thana, as by virtue of that position and authority he can help the Depot more effectively Moreover, there might not be sufficient work in future to justify the appointment of a full-time Executive Officer for the Depot, after the initial difficulties are surmounted. This point was not discussed further by the Sub-Committee.

The Sub-Committee decided that the question of appointing a full-time Executive Officer for the Depot should be dropped for the time being & considered later.

16.....

16. (Extra Item 8).

As regards recruitment of the remaining staff for the Depot, the Sub-Committee decided that, barring the appointments of Unit Commanders and Medical Officers which have to be made by the P.L.S.C. and Government, the recruitment of all other staff should be left to the Superintendent who should select and appoint men on the scales and to the number of posts sanctioned. The superintendent should be empowered to do this. He should, if necessary, issue instructions to the Secretary, P.L.S.C., Bombay, on specified dates and time. The Superintendent, may also be authorised to advertise if necessary forsuch such staff.

17. (Extra Item 9).

With a view to insure ~~against~~ against the next monsoon, it was decided that an Estimate should be called for at once from the P.W.D. regarding the following items of work to be done in the Depot:-

(i) Metalling of the road in the Depot compound running from the entrance on the Bombay-Agra Road to the Office Buildings inside, by using the Depot Labour.

(ii) Providing pucca flooring (brick) for the Asbestas sheds, using cement available with the P.W.D. at Thana.

(iii) Providing a room for the Medical Officer for stocking Medical Drugs and equipment in the Hospital.

Mr. Garrod, Chief Engineer and Secretary, P.W.D., kindly promised that he would issue instructions for getting the above items carried out promptly.

Sd/-

Secretary,

Provincial Labour Supply Committee,
Bombay.

Bombay,
23rd December 1944.

(Draft) Minutes of the Fourth meeting of the Executive Sub-Committee of the ~~Provincial~~ Provincial Labour Supply Committee, Bombay, held in ~~the~~ the Secretariat, Bombay, at 12 Noon on Friday the 19th January 1945.

Present:-

Chairman - Sir Charles Bristow, C.I.E., I.C.S., Adviser (Home) to H.E. the Governor.

Members - W. H. E. Garrod, Esq., I.S.E., Chief Engineer and ~~Secy~~ Secretary to Government, P.W.D.

Col. A. E. Armitage, Deputy Chief Engineer, 108L. of C. Area.

Lt. Col. G. C. Marsh, A.Q.M.G., 108 L. of C. Area.

Rao Saheb J. V. Muzumdar, B.A., Secretary.

K. D. Billimoria, Esq., B.Sc., I.P., District Superintendent of Police, Thana, and Executive Officer of the P.L.S.C. also attended (by invitation.)

2. (Agenda Item 1).

Amendments to para 15 of the Minutes of the third Meeting of the Executive Sub-Committee held on 22nd December 1944.

Letter from Major K.A.Fearnside-Speed, D.A. D.P. & L., H.Q. 108 L. of C. Area, No. 18116, QPL, dated 2nd January 1945 communicating the following amendments:-

"Delete sub-para 2 and substitute: -
'Major Speed stated that he considered the District Superintendent of Police, Thana, had done useful work in connection with the Depot but that, in his opinion, there was still a considerable amount of work yet to be done in the raising of the Units.'

Sub-para 3. At end of sub-para 3. Insert 'this point was not discussed further by the Sub-Committee.'

Sub-para 4. after word 'dropped' add' for the ~~time being~~ and considered later.'."

The amendment was accepted. A copy of the para as revised is attached.

3. (Agenda Item 2).

Minutes of the meeting of the Regional Labour Supply Committee, Ahmedabad, held on 4th January 1945.

The minutes were read and recorded after the following decisions were arrived at.

Standardization of wages.

The Regional Labour Supply Committee Minutes ~~state as a~~ states as under :-

"About the question of fixing standard

rates of wages consisting of basic wages, deamness allowance and imported labour allowance, the Committee unanimously resolved that it was impossible to fix standard rates of wages in Ahmedabad. The dearness allowance paid by the Mills is so high that it makes the fixation of lesser dearness allowance for other workers difficult. There was also a danger that the fixation and application of standard rates which would satisfy casual labour would cause discontent amongst semipermanent employees of the P.W.D., Railways , etc. who are at present satisfied with lower rate of daily wages than sufficed for casual labour.

The basic wages of ordinary coolies for Ahmedabad might be fixed at the Pre-War rates of As. 10,8 and 6 per man, a woman and boy respectively . The Committee was, however, strongly of opinion that the fixation of standard rates of wages including dearness allowance was quite impracticable in present conditions. Too high a rate would interfere with any existing labour arrangement and anything lower would entail the disappearence of labour which is in any case drawn from outside areas and consists, in the main, of unattached workers whose habits are highly mobile.

Most of the Mill operatives or labourers in this city live in chawls and about three-fourth of them are either single or do not bring their families here . Several of them (from 4 to 10) manage to live in one room and share the rent which may be from Rs. 4 to Rs. 10 per month at the highest.

It is heard that 4 or 5 persons working in the day-shift and 4 or 5 in the night-shift, easily manage to live in one room. In the case of those who live with their families, their adult members also serve in the Mills and can thus be said to share the rent . Hence, the rent which they have to pay comes to about Re. 1 or 2 p.m. per operative. They do not have to pay the Municipal Cesses nor the immpveable property tax nor did they have to pay the Riot Tax. They have, therefore, to pay only a very small amount for house to live in.

As regards clothing, it is well known that their requirements in that direction are far less than those of other classes. They do not, therefore, require to spend heavy amounts on clothing and washing.

As regards food stuffs viz. grain, pulses, vegetables, oil, ghee, and milk etc., in the use of which economy is not possible (except in ghee and milk), it must be admitted that they have to pay, along with others, heavy prises,. But this does not justify the enormous dearness allowance which has been paid to them for the last 2 years.

Many of the Mill hands waste their money in alcoholic and other drinks, while others spend their money in tea-hotels and cinemas. Some of them who are wise, do purchase gold and silver; but the number must be small.

On the whole, the dearness allowance paid to them can reasonably be required to be brought more on a level with the dearness allowance paid by Governmet to its servants or at least any excess dearness allowance should be credited to a compulsory saving scheme."

The Regional Committee's view that it is impossible to fix standard rates of wages in Ahmedabad, in view of the special situation created by the Mill

S.J.D.

organizations.....

organizations which allow exhorbitantly high rates of dearness allowance was accepted. The facts regarding the dearness allowance have already been represented to the Government of India and it is up to them to take such action as they might deem necessary. The Executive Sub-Committee accordingly decided to leave the question where it is, especially as the labour at Ahmedabad is mainly Mill labour and as such, is of little use for Army Works.

4. (Agenda Item 3).

'Imported Labour'

"Those labourers who have no means to earn their livelihood in their own native places and choose to come to Ahmedabad, should be satisfied with what rates are fixed as standard. Moreover, all of them do not come from the same distance. Some come here from the neighbouring villages of the Gaekwar and British Terriotries, while many of them come from distant places like Kathiawar, Rajputana, Marwar and U.P. and it would not bepossible to fix any uniform rate for an imported labour allowance."

'Imported' labour means labour recruited through a Labour Supply Depot. It does not refer to outside labour. The Regional Committee's recommendation that there should be an imported labour allowance for others could not therefore be accepted.

5. (Agenda Item 3).

Minutes of the Meeting of the Regional Labour Supply Committee, Nasik, held on 19th December 1944.

The minutes were placed before the Executive Sub-Committee. These contained certain proposals for standardization of wage rates but as the Regional Labour Supply Committee will be meeting again on 24th January 1945 to revise the proposals in the light of the directive letter issued by the Provincial Labour Supply Committee under No. LSG 15/1171, dated 23rd December 1944, the Executive Sub-Committee decided that these revised proposals should be awaited.

6. (Agenda Item 3 - continued).

Proposals to exempt permanent employees from application of standardized maxima wage rates.

The above proposal (which was initiated by Lt. Col. D. Fitzmaurice and accepted by the R.L.S.C.) was not approved by the Executive Sub-Committee.

7. (Agenda Item 3 - continued).

Imported Labour Allowance.

The Regional Labour Supply Committee, Nasik, has suggested that imported labour be paid an allowance of annas -/2/- per diem. This was not accepted by the Executive Sub-Committee. Vide para 4 supra.

8. (Agenda Item 3 - continued).

Priority Works Allowance.

The Regional Committee's recommendations re such allowance ran as under:- 'Mr.....

" Mr. Khanna pointed out that the contractors had to pay extra remuneration to the workmen for urgent works and so, it should be left to the discretion of the employers to pay extra remuneration to the workmen for urgent works. The Chairman remarked that the proper authorities would dicide whether a particular work was urgent or not and if urgent, a 'priority' works allowance at the rate of As.2/- per day might be paid to the workers. The suggestion of the Chairman was accepted by the Committee."

After some discussion, the Executive Sub-Committee considered that no such allowance can be allowed but that in places where the Contractors' labour is working on piece work rates, they can get such extra allowance within a limit of 25% as is permitted in para 4(c) of the Government of India, Department of Labour, letter No. L-MP 2-858, dated 27th October 1944. This can be allowed with a view also to prevent the labour being attracted elsewhere.

9. (Agenda Item 3 - continued).

Executive Officer for Regional Labour Supply Committee, ~~Nasik, held on 28th December 1944.~~

The Regional Committee's proposals regarding standardization of wage rates are as under:-

" (a) The maximum basic rates of wages for the area under the Committee's jurisdiction should be fixed at 8 annas per day for men and 6 annas per day for women and children.

(b) To this, an addition of up to 100% should be allowed in view of the present cost of living. This figure should be revised from time to time in the light of current conditions .

(c) An addition of up to four annas per day should be allowed , for arduousness of work.

(d) An addition of up to two annas per day should be allowed, if the labourers have to live away from their homes.

(e) Over-time should be paid for at the rate of up to 125% of total normal earnings, per hour, for every hour worked in excess of eight, a day being taken to consist of 8 hours for this purpose.

(f) Temporary labour working at night (i.e. after sunset should be paid upto 120% of total normal earnings, per hour, for every hour worked.

(g) Any disputes in applying these rules should be decided by an ad hoc sub-committee of the Regional Labour Supply Committee.

(h) It was considered that for certain parts of the area under the Committee's juriddiction , e.g. Bijapur, even lower maxima than the above should be fixed , but this should be further considered after getting more information.

(i) Concessions such as grain and housing concessions should be evaluated in terms of daily wages , in order to see if the total wages come within the maxima allowed.-

S.J.D.

(j) Piece work rates should be worked out after these proposals are approved. "

The proposal (moved by Lt. Col. P.H.Ogleskan and ac[illegible] by the Regional Labour Supply Committee) that in addition to the full-time Secretary of the Regional Committee, an officer of the rank of Assistant Collector be appointed to take executive actio[n] on behalf of the committee, was separately received and not appr[oved] by the P.L.S.C. (Vide letter No. L.S.C.14(5)/1884, dated the 3/[illegible] January 1945).

10. (Agenda Item No. 4).

Minutes of the Meeting of the Regional Labour Supply Committee, Belgaum, held on 28th December 1944.

Regarding (a) and (b):- The Executive Sub-Committee agreed to accept the proposals as a rough basis for fixing the maximum but the Regional Labour Supply Committee should, however, decide what rate of dearness allowance should be fixed at the present time.

Regarding (c):- The "Arduousness" allowance of annas -/4/- was accepted by the Executive Sub-Committee but it has noted that this allowance should not be paid authmatically by employers without the prior agreement of the R.L.S.C. The a Committee must agree that a particular work is of arduous nature before sanctioning the allowance. Moreover, the work of all labourers at any place cannot be eaccepted as arduous.

It is realised that these restrictions are not legally enforceable in the case of all civil labour especially that employed by private enterprisee. But the Contractors' Representative is on the Regional Committee and if he agrees, it will be all right. If he does not agree a it is not apossible to enforce the restrictions, but as Bombay is the only place where "private" labour has to-o work with military organizations. (e.g. in the recent explosions in the Docks), competition will not be great.

The Government of India will be able to en enforce these restrictions in its Departments-Railways Army and M.E.S.

The Government of Bombay should enforce-t them in their works carried out through Contractors' labour.

Regarding (d):- The proposed addtion of annas -/2/- per day for labourers who have to live away from their houses, was not accepted by the Executive Sub-Committee.

Regarding (e):- The proposed over-time rate of upto 125% of total normal earnings, was accepted , being notin excess of the limit of 25% allowed by the Government of India, in para 4(c) of their letter (Department of Labour) No. L-MP 2-858, dated 27th October 1944.

Regarding (f):- Proposal to pay temporary labourers working at night (i.e, after sunset) upto 120% of total normal earnings per hour for every hour of such work, was considered and accepted by the Executive Sub-Committee.

Regarding (g) and (h):- No remarks, The further proposals should awaited.

Regarding (i):- The Regional Committee's recommendation to evaluate concessions such as those regarding grain and housing, in terms of daily wages in order to see if the total wages come within the maximum allowed, being in order, was accepted by the Executive Sub-Committee.

Regarding (j):- The Regional Committee's decision to work out piece-work rates after the fofegoing proposals have been approved was also accepted But this must be done in the light of the Government of India ruling laid down in para 4(c) of their letter, Department of Labour, No.L-MP 2-858, dated 27th October 1944.

11. (Agenda Item 5).

....

Revised.....

Revised Labour Rate Schedule for adoption ~~of~~ in 108 L. of C. Area.

Letter from E.C.E., 108 L. of C. Area.No . 88005 LCB/34/E.8, dated 5th January 1945, forwarding a copy of proposed labour rates to be adopted in his area from 15th January 1945 in respect of certain classes of labour and requesting early approval to the same.

The proposed rates have been forwarded to the respective Regional Committees for consideration and remarks, which are awaited. It was decided that the Regional Committees' remarks should be obtained soon for the decision of the Provincial Labour Supply Committee.

12. (Agenda Item 6).

Hospital at the Labour Supply Depot. Thana.

The proposal to shift the hospital from its present site on the raised ~~ground~~ground overlooking the tank (where it is exposed to mosquitoes swarming from the tank surface) to any other suitable spot in the Depot grounds was considered. During the discussions it was observed that mosquitoes have been exceptionally bad this year, moreover, the range of flight of mosquitoes being 20furlongs, any spot in the Depot area would notbe immune from their attack . The Executive Sub-Committee accordingly decided that the Hospital should remain where it is but as a measure of~~a~~ safety mosquito-nets should be provided for the in-patients, and other internal precautions taken e.g. the use of some cheap insecticide.

13. (Agenda Item No.7).

Directive letter regarding position of the Superintendent, Labour Supply Depot, Thana.

To make the position of the Superintendent Labour Supply Depot, quite clear it was decided to issue a directive letter for general guidance . A copy of the letter as issued under No. L.S.C. 43, dated 22nd January 1945 is attached.

14. (Agenda Item No. 8).

Classification of areas into high wage ones and otherwise.

After discussing the classification ~~of~~ of areas in the Bombay Presidency made by the Government of Bombay and the Government of India in connection with the grant of Dearness Allowance, it was decided that, roughly speaking, the following division should be accepted for~~t~~e the present :-

High Wage areas.	Lower wage areas.
Bombay (including Bombay Suburban District).*	Remaining areas.
Poona (including Dehu and Kirkee.).	
Ahmedabad.	

*Note:-From 1. the Greater] Scheme will i clude Andheri a portion of

15. (Agenda Item No.9).

It was decided ~~that~~ that the date of the next meeting of the Executive Sub-Committee should be fixed at the forthcoming meeting of the Provincial Labour Supply Committee on the 2nd February 1945.

S.J.D.

16.....

16. (Supplementary Agenda Item No. 1).

Labour Supply Depot, Thana; Plans and Estimates for certain items of work in the

Letter from the Executive Engineer, South Thana Division, No. 263, dated 11th January 1945:-

"Reference :- Your No. L.S.C.1(iv), dated 3rd January 1945.

Necessary plans and estimates in respect of the three items of work to be done in the Thana Depot are forwarded herewith with the following remarks:-

(i) Metalling of the road in the Depot compound running from the entrance on the Bombay-Agra Road to the office building inside by using the Depot Labour :- The Superintendent Labour Supply Depot, has informed the Sub-Divisional Officer, Thana, that the labour from the Depot will be able to do only such items like earth work, spreading rubble and metal and that they will not be able to break rubble or metal which form the main items of cost of the road work. The cost of the road work will, therefore; be reduced by only about Rs. 650 on account of this free labour . This allowance has been, therefore, made in the estimate accordingly.

(ii) Providing pukka flooring (bricks) for asbestos sheds, using cement available with the P.W.D. at Thana:- Estimate has been framed for providing 4½" thick brick-on-edge soling laid on 3" thick layer of (1:6:12) cement concrete. As, however, the bricks obtained at Thana are not of first class quality , it is feared that the brick flooring will become damp in the monsoon , with the result that the desired object will not be achieved. It will be, therefore, preferable to use 1½" thick (1:2:4) cement concrete flooring laid on 3" thick (1:6:12) cement foundations . This type of construction will cost Rs. 55 per 100 Sq. Ft. of the flooring area instead of Rs. 50/- for the brick flooring, increasing the cost of the work by about Rs. 900 only (work portion amount). There is no cement available with the P.W.D., Thana as presumed and hence the quantity of cement required (which will depend upon the type of construction to be adopted) will have to be specially released for this work.

(iii) Providing a room for the Medical Officer for stocking Medical Drugs and equipment in the Hospital:- The plan and estimates for this item have been prepared in consultation with the Medical Officer of the Depot."

At the outset, Major Speed asaid that before being committed to any outlay of expenditure on the present site of the Depot near Thana, the Executive Sub-Committee might consider the possibility of shifting the Depot to any other better and more convenient site in the neighbourhood of Bombay. It was decided that the shifting of the Depot from its present site was not possible, as no other site is available.

2. The plans and Estimates submitted by the Executive Engineer were approved subject to the following remarks.:-

(a) As there was no possibility of a sufficient quatity of cement being released for the work....

work of providing pukka flooring for the asbestos sheds it was decided that the flooring should be of bricks only . The Executive Engineer should be requested to secure a better type of bricks instead of Kacha ones for this purpose and at the most, the bricks may be laid in mud with a little cement pointing, if possible. The estimates should be altered accordingly.

(b) The suggestion for providing a room for the Medical Officer for stocking Medical drugs and equipment in the Hospital, was dropped and it was decided that a sufficient number of cupboards with locks and keys should be provided for this purpose. If no cupboards be avialable in the A.R.P.Stone, they can be got made at Thana.

17. (Supplementary Agenda Item No. 2).

Communal cooking at the Labour Supply Depot, Thana.

P.L.S.C. letter to the Superintendent, Labour Supply Depot, Thana, No. L.S.C. 32(5)/1349, dated 4th January 1945:-

"Reference :- Para 9 of the minutes of the third meeting of the Executive Sub-Committee of the P.L.S.C. held on 22nd December 1944.

I am directed to invite your attention to the revised orders of the Government of India as communicated in their letter Department of Labour , No. L-MP 5/549, dated 14th December 1944. (Vide para 9 of the minutes quoted above).

2, I am to request that you will please take such action as may be necessary in regard to the purchase of extra pots if any are required, and report the action taken for the information of the P.L.S.C."

Letter from the Superintendent, Labour Supply Depot, Thana, No. L.S.D. 287, dated 15th January 1945:-

"I have the honour to refer to your No. L. S.D. 32(5)/1849, dated 4th January 1945 and to state that a system of communal cooking has been in force at this Depot ever since it started.

Since the appointment of cooks on Rs. 45/- per month, the quality of food has improved and there are no longer any complaints.

The system is that these highly paid cooks assisted by a number of labourers do the cooking for the whole Depot. These labourers, meanwhile, are being trained as cooks for their Units when they go out.

If the system outlined in para 9 of the minuted of the third meeting of the Executive Sub-Committee of the P.L.S.C. dated 22nd December 1944 is adopted, it means an outlay on more cooking utensils and arrangements for several cooking places which it will be hard to find. Further, it will increase the number of cooks and these will be untrained men and this will againd lead to complaints of bad cooking.

At present all the cooking is done in one kitchen and the system is working very satisfactorily.

In the circumstances, I suggest that sanction be accorded to this system being continued."

As the present system was reported to be working .... S.J.D.

working well and as on receipt of the sanction of the Government of India to despatching recruited labour in batches of 50 or 100 to the Army Collecting Centre, there will seldom be more than 50 labourers at the Depot, the Executive Sub-Committee decided that the present arrangements should continue and the Government of India should be informed accordingly.

18. (Supplementary Agenda Item No. 3).

Purchase of an aditional bicycle and a wall-clock for the Labour Supply Depot, Thana.

Letter from the Superintendent, Labour Supply Depot, Thana, No. L.S.D. 275, dated 13th January 1945:-

" I have the honour to state that a bicycle to expedite delivery of local post and in connection with other matters in the town is a much felt want.

A wall-clock for the main office is also a necessity.

I therefore request you kindly to arrange supply of the same as early as possible."

A second bicycle was sanctioned to secure expeditious delivery of the local post etc. As regards a wall-clock, it was decided that a time-piece should meet the requirements.

19. (Supplementary Agenda Item No. 4).

Typewriter for the use of the First Bombay Civil Labour Unit at Dehu Road Camp.

Letter from the Superintendent, Labour Supply Depot, Thana, No. L.S.D. 277, dated 13th January 1945:-

" I have the honour to enclose in original a requisition from the Unit Commander 1st Unit, for a typewriter for the use of the Unit at Dehu Road Camp and to request you kindly to arrange for its supply at your earliest convenience. "

The request for supply of a typewriter for the Unit was not accepted, as the H.Q. of the Unit is no longer under the P.L.S.C.

20; (Extra Item).

Minutes of meeting of the Regional Labour Supply Committee, Poona, held on 13th January

The minutes were read and the following items were discussed:.

Para (1) of Item 4 of the Regional Labour Supply Committee s minutes:-

"(1) Para 2(a) of letter No. L.S.C. 15/1171, dated 23rd December 1944 from the Secretary, P.L.S.C. Bombay. Even if the minimum standard of conditions of service of labour approved by P.L.S.C. are kept in view, it is impossible to revert to the pre-war wages as basic wages in view of the general trend of improvement in the economic life of labour and so the basic or minimum wage rate for labour should as proposed by this committee on 28th November 1944 be as followed:-

Male:- 0-12-0 Rs.
Female:-0- 8-0 Rs.

Adolescent ----....

Adolescent:- 0- 8-0 Rs.

In respect of the Regional Committee's proposals to fix the above quoted rates as basic or minimum wage rates for their area, it was held that the standardisation of wage rates has to be made in terms of only basic wages which are not the same as minimum wages. Vide para 4(a) (i) of the Government of India Department of Labour, letter No. L-MP 2-858, dated 27th October 1944.

Para (2) of Item 4 ibid :- "Paras (b) and (c) of letter No. LSC 15/~~141~~ 1171, dated 23rd December 1944, from the Secretary, P.L.S.C., Bombay. Poona, is already a heavily deficit District fixing maximum wage rates, therefore, without making any adequate provision for importing labour is obviously useless, and any figures of basic wages etc. largely Academic as previously pointed out. The policy of the Committee was that the rates previously recommended for basic wages be adhered to; anything less than 12 annas for man is out of count as absurd. Higher rates include "hidden" dearness allowance and it was on this account that in the previous recommendation the need of standardising dearness allowance was ~~is~~ also emphasised. On this basic , a standard wage would be Ans. 12 plus Ans.8 = Rs. 1-4-0. This figure as a maximum for ordinary forms of unskilled labour appears to be proper and bears a close relation to the actual state of things in the Poona area."

If the present~~wage~~ wages attract all the available labour, they are obviously sufficient.

If the present rate is fixed as the maximum, it will preclude competition for the existing labour which is what is intended. The possibility of importing labour from outside is a separate question and irrelevant to the fixing of rates.

The Executive Sub-Committee accepts what appears to be the intention of the Regional Labour Supply Committee that the basic wage should be:-

Annas -/12/- for man.)
" -/8/- for woman.) Plus.
" -/8/- for adolescent)

annas -/8/- as dearness allowance making a total of

Rs. 1-4-0 for man.
Rs. 1-0-0 for woman.
Rs. 1-0-0 for adolescent.

Para (3) of items 4 ibid:- " Para 2(d) of the letter No. L.S.C. 15/1171, dated 23rd December 1944 from the Secretary, P.L.S.C., Bombay.

Even if the maximum wage rates be fixed. it would not be possible for~~the~~ R. the R.L.S.C. to enforce or implement them or put a stop to the unhealthy competition between ~~Employment~~ Employers, as suggested, unless statutory powers are given to that Body to take action accordingly and to punish defaulters. The committee were unanimously and strongly of opinion that even the attempt to exercise powers in this connection should not be made without sufficient import to reduce the gap between supply and demand which exists at present. Any such attempt would ~~demand-which-exists-at-present~~ undoubtedly only make confusion worse confounded."

The rates fixed by the R.L.S.C. when approved by the Provincial Labour Supply Committee will be binding on Government and Military employers i.e. on the majority of employers. As the Government of India have..

S.J.D.

have agreed to enforce these rates on all Defence Services, this only leaves private employers uncontrolled. If there is no room for competition between Government and Defence Service employers, the field of competition will be very much reduced. Power to control private employers rests on the decision of the Government of India.

'Imported Labour ' will be employed at the rates fixed. The question whether such labour is obtained or not, does not alter the situation stated in the previous paragraph.

Para (4) of Item 4 ibid:- " Para 3 of letter No. L.S.C. 15/1171, dated 23rd December 1944 from the Secretary, P.L.S.C., Bombay.

(a) This Committee did not decide to fix the basic rates mentioned but submitted recommendations as called for.

(b) It is not understood by this committee what the objection is to the rates previously recommended. In this same reference para 2(a) lays it down that wage rates etc. should be arrived at by," "striking a mean"-etc. If the Committee(s recommendations are taken in para 2 as 'average basic wages' , it is not clear, therefore, where the objection to this lies. But even so, if all the recommendations (including that regarding Dearness Allowance) are taken together, this committee thinks it will be clear that its figures did not only concern average basic rates, but the basic on which a figure of maximum daily wages could be calculated, as explained in Sub Para (2) above."

For answer to (4) (b), please see under para 4(2) supra.

Para 4(c) of Item 4:-ibid:- No remarks.

21. (Extra Item).

Record Officer for the Bombay Civil Labour Units (Home Service).

In Government Resolution (Political and Services Department) No. 8409/34, dated 22nd December 1934 Government ordered that the post of Head-Clerk-cum-Accountant for the Labour Supply Depot, Thana, should be held in abeyance. The Executive Sub-Committee after discussing the present requirements of the Depot. and the units decided as under:-

(a) that in view of the increasing work in connection with the Bombay Civil Labour Units (Home Service) as well as the Labour Supply Depot, it will be necessary to utilise both the posts of Record Officer for the Bombay Civil Labour Units (Home Service) and the Head-Clerk-cum-Accountant for the Labour Supply Depot;

(b) that the post of Record-Officer should be advertised immediately and a suitable candidate appointed in the sanctioned scale of Rs. 200-20-300;

(c) that the Record Officer will be under the Superintendent of the Depot but will attend to the work of the Units, whereas, the Head-Clerk-cum-Accountant will have to attend to the work of the Depot only;

(d).....

(d) that as the resignation tendered by Mr. R.N.Joshi, B.A., Head-Clerk-cum-Accountant will- Labour Supply Depot, Thana, has been accepted, the Superintendent of the Depot should be instructed to advertise this post and select a suitable candidate of relieve Mr. Joshi;

(e) that the pay of the post of Head-Clerk--cum-Accountant should now be fixed at Rs. 120/- plus dearness allowance (instead of Rs. 200/- per month which was spe--cially sanctioned for Mr. Joshi).

Sd/-

Secretary,
Provincial Labour Supply Committee,
Bombay.

Bombay,
24th January 1945.

(Draft) Minutes of the Seventh meeting of the Provincial Labour Supply Committee, Bombay, held in the Secretariat, Bombay, at 12 Noon on Friday the 2nd February 1945.

Present:-

Chairman - Sir Charles Bristow, C.I.E., I.C.S., Adviser (Home) to H.E. the Governor,.

Members :- G.B. Constantine, Esq., I.C.S., Commissioner of Labour.

W.H.E. Garrod, Esq., I.S.E., Chief Engineer and Secretary to Government, P.W.D.

Col. K.A. Gonnell, A.Q.M.G., 110 L. of C. Area.

Col. A.E.Armitage, Deputy Chief Engineer, 108 L. of C. Area.

Lt. Col. G. O.Marsh, A.Q.M.G., 108 L. of C. Area.

Major K. A. Fearnside-Speed, D.A.D., P. & L., 108 L. of C. Area.

Major A.F. Scott, Deputy Recruiting Officer, Poona.

P. J. Hanly, Esq., Superintending Engineer, Western Circle, Central P.W.D.

K.C. Bakhle, Deputy Chief Engr. GIPR (Maintance)

Rao Saheb J.V. Muzumdar, B.A., Secretary,

The Director of Unskilled Labour Supply, Calcutta, was represented by Mr. G.B. Constantine, Commissioner of Labour.

The following also attended the meeting:-

Lt. Col. G.W.Holland, A.D.P. & L., H.Q. Southern Army (11 A.B.P.O.).

K. D. Billimoria, Esq., B.Sc., I.P., Executive Officer of the Provincial Labour Supply Committee and District Superintendent of Police, Thana, (by invitation).

Lt. Col. A. Jardine, A.Q.M-G., 167 L. of C. Sub - Area was unable to attend, being away on leave.

D.R. Pradhan, Esq., I.C.S., Chairman, National Service Labour Tribunal, Bombay, also intimated his inability to attend owing to engagement elsewhere.

The following were not present:-

E.M. Billimoria, Esq., President, Western India Builders' Association, Poona.

S. G. Josni, Esq., M.A.LL.B., M.L.C.(Bom.) Representative of Bombay Provincial Trade Union Congress.

Miss Manibeh Kara, Representative of the Provincial Committee of the Indian Federation of Labour.

A. S. Asayekar, Esq., Assistant.....

Assistant Labour Welfare Adviser
(Government of India).

2. (Agenda Item No. 1).

Confirmation of minutes of the meeting of the Provincial Labour Supply Committee held on 8th December 1944.

As no modifications or suggestions were received from any of the members in respect of the draft minutes referred to, they were confirmed.

Minutes of the meetings of the Executive Sub-Committee of the P.L.S.C. held on 22nd December 1944 and 19th January 1945.

These minutes were accepted. Certain inaccuracies were, however, pointed out by some members in respect of the enclosures mentioned below to the minutes:-

(a) Directive letter issued by P.L.S.C. No to all Regional Committees under No. L.S.C. 15/1171, dated 23rd December 1944 - (vide marginal note against para 2 of minutes of the Executive Sub-Committee meeting held on 22nd December 1944).

(b) Penultimate sub-para under para 4 of P. L.S.C. letter No. L.S.C.13, , dated 11th November 1944 - (Vide decision on item (1) of Nasik Committee's minutes of 21st October 1944 under para 5 of the minutes of the Executive Sub-Committee meeting of 22nd December 1944).

Regarding (a) which referred to a misprint of the words 'maxima' for 'minima' in the last sentence of para 2(b) of P.L.S.C. directive letter referred to; it was decided that a duly corrected letter be *issued in substitution of the letter, bearing the same number and date.

*Issued separately

Regarding (b):- The necessary correction was made - vide P.L.S.C. letter No. L.S.C. 13, dated 2/3rd February 1945 (copy attached).

3. (Agenda Item No. 2).

Provincial Labour Supply Committee, Bombay- Composition of -

Government Notification, Political and Services Department, No. 8467/34, dated 20th January 1945:-

"With reference to Government Notification, Political and Services Department, No. 7889/34, dated the 10th June 1944, the Government of Bombay is pleased to appoint the following member on the Provincial Labour Supply Committee, Bombay :-

Representative of the Railways (B. B. & C .I. and G.I P. Railways) - Mr. K. C. Bakhle, Deputy Chief Engineer 'Maintenance', G.I.P. Railway, vice Mr. A. Saldanha, proceeded on leave."

The appointment of Mr. Bakhle which was notified by Government on the recommendation of the Chief Engineer, G.I.P. Railway, was noted. ~~on the recommendation of the Chief Engineer~~

(Agenda Item No. 3).

Labour..... S.J.D.

Labour Supply Depot, Thana.

Plans and Estimates for carrying out certain additions and alterations (i) to the existing structures in Wagle Estate near Thana and (ii) to the bungalow allotted to the Superintendent.

Letter from the Executive Engineer, South Thana Division No: 207, dated 9th January 1945 addressed to the Superintending Engineer, Northern Circle through the Secretary, P.L.S.C. :-

" (1) Rate for the item of ¾" dia. G.I. Service pipe connection was wrongly provided at Rs.3/- per running foot, while the correct rate for this item (Please vide item No.3 of the sub-estimate NO.1 for water supply) according to the Contractor's tender is Rs. 4-12-0 per running foot. Necessary correction has been carried out in the estimate. The total cost of the estimate would now be :-

Rs. 29,895/- (Work Portion).
Rs. 8,072/- (Centage Charges).

Rs. 37,967/- Total.

The main reason for the large difference in the amount of the estimate and Rs. 18435/- originally reported is the increase in the quantity of work over that contemplated originally at the time of inviting tenders for this work. Besides the work being of a very urgent nature, only rough quantities were calculated for the purpose of inviting quotations. As additional work was being pointed out from time to time and s it was to be carried out immediately, it was got done through the original contractor at the rates tendered by him, by granting a suitable extension in his contract period.

(ii) The heading of the estimate has been modified as suggested.

(iii) The plans and estimates are now being returned through the Secretary, P.L.S.C., Bombay.

(iv) The Secretary, P.L.S.C. is being requested to confirm the presumption that the whole cost of the work is to be borne by him.

(v) Pencil corrections in the estimate have been verified and inked over.

(vi) Requisite details as regards 'Heads' have been supplied on the face of the recapitulations abstract."

Letter from the Executive Engineer, South Thana Division, No. 441, dated 19th January 1945 addressed to the Superintending Engineer, Northern Circle through the Secretary, P.L.S.C. :-

" A Supplementary estimate for the additional work pointed out by the Secretary, Provincial Labour Supply Committee, Bombay, in connection with the Labour Supply Depot, Thana is submitted herewith for the following amount :-

Work portion :- Rs. 7473/-.
Centage charges @ 27% :- Rs. 2018/-
Total Rs. 9491/-

This additional work has been pointed out after the preparation of the first

This additional work has been pointed out after the preparation of the first batch of estimates submitted under this office No. 8001, dated 29th November 1944, and as such, could not be included in the first batch (this batch returned with certain remarks under your No. G. 65/13388, dated 30-12-44, has been resubmitted under this office No. 207, dated 9th January 1945 through the Secretary, P.L.S.C.).

2. The total cost of the scheme would now stated at :-

	Work portion	Centage Charges	Total
I. Batch of estimates :-	Rs. 29,695/-	Rs. 8072/-	Rs. 37967/-
II. Batch of Estimates :- (Supplementary).	Rs. 7,473/-	Rs. 2018/-	Rs. 9491/-
Total...	Rs. 37,368/-	Rs. 10090/-	Rs. 47458/-

3. The additional work included in the second batch of the estimates has also been carried out by the original Contractors at his tendered rates, wherever such items exist in the sanctioned terder and by sanctioning extra item rate list in the case of the remaining items. This had to be done as the works were required to be carried out immediately."

It was decided that the Plans and Estimtes should be forwarded to Government in the Political and Services Department for according necessary administrative approval subject to the remarks made by the Superintendent, Labour Supply Depot, Thana, before transmission to the Superintending Engineer, Northern Circle, with an intimation regarding the grant of funds, the expenditure being debitable to the Depot account.

5. (Agenda Item No. 4).

Bombay Civil Labour Units (Home Service) - Equipment for the - while at the Army Collecting Centre.

Letter from D.A.D.P. & L., 108 L. of C. Area, No. 18120 QPL, dated 23rd January 1945:-

Forwards a copy of letter (No. CL 1/118, dated 20-1-45) from O.C., 35 Group I.P.C., C/o 21, A.B.P.O., who states that of the articles requisitioned by the Unit Commander, First Bombay Civil Labour Unit for use at the Army Collecting Centre (under his No. 0010, dated 19th January 1945), the following are necessary for each Unit:

(a) Barbers' and Dhobies' equipment) - 2 Sets.

Local rates for dhobies and barbers are very high and it would be far more satisfactory from every point of view if work could be carried out by gangers (these are ~~vailable~~ available in I BCLU). Cost of equipment and a small allowance for barbers and dhobies could be partially met by cuttings from individuals (say 4 annas per man p.m. as against Rs. 1/6/- per man p.m. as now charged in Dehu).

(b) Sweepres' brooms- 12 doz. per annum per unit. Local price is -/6/- each.

(c) Office clock.
(d) Name-Boards for Office and Hospital . S.J.D.
(e) Red and blue pencils for Unit HQ. (Not in stationery allotment).

(f).....

(f) Head covering for unit personnel. Essential if only in the interests of making a man take pride in himself, and therefore in his work.

(g) Chaguls - 2 per gang, and 4 per unit H.Q.

The O.C., 35 Group I.P.C. adds as under:-

"None of the above-mentioned articles can be purchased locally from Imprest since they are not authorised by Government and none are fair charges against the annual grant of Rs. 200/- for amenities which will be fully utilised in providing recreational and canteen facilities for the men.

It is suggested that the matter might be brought before the Bombay Government for consideration and sanction of an initial grant to units to meet expenditure on such of the above mentioned articles as will not be authorised by the Government of India."

In their Department of Labour , letter No. L-MP 18/1361, dated 2nd January 1945, (vide para 11 below) the Government of India have directed that expenditure on equipment and staff etc. from the date of arrival of the P.C.L.Units at the Army Collecting Centre will be met by Centre direct from Defence Estimates. The proper course, therefore, is for the O.C. i.e. the Army Collecting Centre to approach the Government of India for sanctioning the articles mentioned above, for the use of the Units while at the Army Collecting centre.

During the discussion, it was mentioned that the Director, Unskilled Labour Supply, Calcutta is putting up proposals to the Government of India for issuing an additional suit of majri and a cap to the labourers.

The Chairman also promised to take up the matter with the Government of Bombay in respect of providing some grant to be spent at the Depot for amenities for the Units before they leave for the Army Collecting Centre.

6. (Agenda Item No. 5).

Labour Supply Depot, Thana - Canteen for the

Letter from the Superintendent, Labour Supply Depot, Thana, No. 148, dated 15th December 1944, forwarding a copy of the following orders issued by him under No. L.S.D. 65, dated the 4th December 1944: -

" Tenders for a Canteen contract were called for by the 1st December 1944 but so far only that of Mohmed Khan has been received;.

I accept the rates quoted in his tender and hereby appoint the said Mohmed Khan as Canteen Contractor for the Labour Supply Depot at Wagel-Wadi.

He will construct his own building on the site approved of and pending this construction , he is permitted the use of one of the Depot buildings for a period of 8 (eight) days from date 4th December 1944.

He....

He will be required to furnish the Canteen and run it with his own staff. The canteen will be open from :-

6 A.M. to 8 A.M.
12 Noon to 1 P.M.
4 P.M. to 9 P.M."

The letter was noted.

(Agenda Item No. 6).

Adjustment of expenditure in connection with the Unskilled Labour Supply Scheme- Instructions regarding -

Government of India, Department of Labour letter No. L-MP 2-V/928, dated 23rd November 1944 forwarding a copy of Government of India, Finance Department , Letter No. 6539-WIII/44, dated 19th October 1944 as under:-

In continuation of this Department letter No; D. 2210-WIII/44, dated the 30th May 1944, I am directed to say that it has now been decided that expenditure incurred on the staff and other establishment of the Labour Supply Depots (including the pay and allowances of Mr. I.U.Alexander, Officer on Special Duty, Unskilled Labour Supply Scheme, and his Deputy) should be recovered from authorities indenting on the depots in proportion to the labourers supplied to each . For this purpose the Officer-in-Charge of each depot, will, towards the end of the year, calculate the proportion of the expenditure on the depots which should be recovered from each indentor and make arrangements for effecting the necessary recovery .

2. The expenditure on the Depots will, as at present, be debited to the head "" 47 Miscellaneous Departments - Labour - Labour Supply Depots". Recoveries from the indentors should be credited to the receipt head "XXXVI Miscellaneous Departments - Miscellaneous.".

3. Any portion of the expenditure on the Depots which is not covered by the recoveries from the colliery owners will be recouped from the Coal Administrative Cess Fund".

The orders were noted. They have been addressed to all Labour Supply Depots, including the Labour Supply Depot, Thana.

8. (Agenda Item No. 7).

Equipment - Labour Supply Depots.

Letter from the Director, Unskilled Labour Supply, Calcutta, No. USL/4455, dated 6th December 1944:-

"Sanction is accorded to the provision at each Labour Supply Depot of 500 shovels and 250 pickaxes for use in training of labour and for local duties.

These orders have been addressed direct to all Depots (including the Labour Supply Depot, Thana,) by the Director for compliance and a copy has been forwarded to Government of Bombay in the Political and Services Department for information. The orders were noted.

9. (Agenda Item No. 8)

Provincial Civil Labour Units - Special pay to medical personnel in the -

Government of India, Department of Labour, No. L-MP 2/942, dated 9th December 1944:-

"In continuation of this Department's letter No. L-MP 2/ 907, dated the 11th November 1944, I am directed to say that the Government of India have been pleased to decide that medical personnel already in Government Service, required to serve outside their Provinces with Provincial Civil Labour Units or other unskilled labour, should receive a special pay of 20% of their basic pay.

These orders have been communicated to the Surgeon General with the Government of Bombay, who is the officer entrusted with the work of selecting medical personnel for the Bombay Civil Labour Units (Home Service) and also to the Superintendent, Labour Supply Depot, for information.

The orders were noted.

10. (Agenda Item No. 9).

Statistical information in Form A received from War Department installations - orders regarding -

Government of India, Department of Labour No. L-MP 5/557, dated 18th December 1944:-

" I am directed to refer to para 16 of the Annexure to this Department's letter No. IR 91, dated the13th January 1944, which prescribes a form 'A' for the submission of ~~satis~~ statistics by employers in the area concerned employing more than a certain number of persons and to say that the Army Authorities consider that so far as their installations are concerned ; the information asked for in Sections 1 and 5 (of Revised Form 'A') should be given a security grading. The Government of India agree with this view and I am to request that District or Regional and Provincial Labour Supply Committees should treat as confidential returns the Form 'A' received from War Department installations. Monthly reports to the Government of India if incorporating such information should also be treated as confidential."

These orders were noted. They have also been communicated to all Regional Labour Supply Committees for information and guidance.

11. (Agenda ~~///~~ Item No. 10).

Provincial Civil Labour Units (Home Service) - Sanction to expenditure connected with the raising of -

Government of Bombay, Political and Services Department, Express Letter, No. 8409/34-E, dated 20th December 1944 addressed to the Government of India, Department of Labour:-

"Reference correspondence resting with Major Lockwood's letter No. L-MP 10/652, dated the 24th October 1944. The Bombay Government has since decided to raise three Provincial Civil Labour Units (Home Service). Immediate sanction of the Central Government is requested for the expenditure, equipment, and staff in connection with the raising of three

three Bombay Civil Labour Units (Home Service) as outlined in the labour Department Memorandum P.C.L.U. Circular No. 15(H.S.), dated the 15th September 1944. The recruitment of the staff has already started."

Government of India, Department of Labour, letter No. L-MP 18/1361, dated 2nd January 1945:-

" Sanction already exists for incurring expenditure connected with the raising of provincial Civil Labour Units vide PCLU Circular No. 15(HS) dated 15th September 1944. It may be mentioned that the expenditure in so far as Labour Supply Depots are concerned should initially be met from the Depot head of expenditure and subsequently debited to Defence Estimates. Further expenditure on equipment and staff etc., from the date of arrival of the Provincial Civil Labour Units at the Army Collecting Centre will be met by the Army Collecting Centre direct from Defence Estimates."

These orders which have been communicated to the Labour Supply Depot, Thana, for information and guidance, were noted.

12. (Agenda Item No. 11).

Bombay Civil Labour Units (Home Services) - Detention allowance to recruits for the -

Government of Bombay, Political and Services Department, No. 8264/34/23070, dated 4th January 1945:-

" The undersigned presents compliments to the Secretary, Provincial Labour Supply Committee, Bombay, and with reference to this Department endorsement of even number dated the 22nd December 1944, is directed to state that for accounts purposes, the detention allowance to recruits detained at the Recruiting Centres should be dealt with as an all-over total per month, (i.e. if a Recruiting Officer sends in 10 men, he can draw detention allowance up to 10 x 4x 12 annas)."

The orders were noted. They have been endorsed to the Recruiting Officer, Poona and the Superintendent, Labour Supply Depot, Thana.

13. (Agenda Item No. 12).

Bombay Civil Labour Units (Home Service) - Appointments of two Mamlatdars to help in recruiting for the -

Government of Bombay, Political and Services Department, Express letter No. 8409/34-174-E, dated 8th January 1945:-

"Bombay Government proposes that two Mamlatdars should be put under the Recruiting Officer, Ahmedabad, to help in recruiting for the Provincial Civil Labour Units (Home Service), and has selected Mr. S.U. Mehta ans officiating Mamlatdar and Mr. N.N. Bhatt, who is due for promotion to Mamlatdarship, for the two appointments. Each of them will draw his grade pay in the 2nd grade of the Mamlatdar's pay-scale viz. Rs. 200-15/2/-260, plus Rs.35 temporary increase, plus permanent Travelling Allowance of Rs. 67-8-0, plus War allowance of Rs. 50/- per mensem. Government of India's sanction to the proposed appointments may kindly be obtained and telegraphed at a very early date.."

The sanction of the Government of India, who have since been expedited, is still awaited. 14... S.J.D.

14. (Agenda Item No. 13).

Provincial Civil Labour Units(Home Service) - Calculation of period - of service in the -

Circular letter from the Director Unskilled Labour Supply, Calcutta, No . USL/4339,, dated 9th January 1945:-

"Some doubt appears to have arisen as to the exact period of service for which PCLUs are recruited It should be made clear to all personnel of PCLUs that under Government of India Labour Department letter No. PLU/3 dated the 2nd August, 1944 (paragraph 1(B) and letter No. PCLU Circular No. 15(HS) of 15-9-44, para 2(a) of the Scheme therewith attached, personnel will be required to serve on site of work for one year or until their services are ~~t~~ no longer required, whiche-ever may be the shorter period. The date from which the period of one year should be calculated is the date on which the Unit arrives at site of work ~~for one year or~~ (first location)."

It was pointed out by Col. Holland that the site of work at Dehu Road was not the same as the Collecting Centre.

The Circular , which has been addressed direct to the Superintendent, Labour Supply Depot, Thana, (along with other Depots), was noted.

15. (Agenda Item No. 14).

Bombay Civil Labour Units (Home Service)- Engagement of a pool of extra labourers a above the usual strength of -

Government of India , Department of labour, Circular No. PCLU 35, dated 10th January 1945:-

"In ~~other~~ order to ensure that Provincial Civil Labour Units are 100% complete in personnel of all grades at the time of departure from the Army Collecting Centre to the site of work, the Governor General in Council accords sanction to the engagement by the Labour Supply Depot of a pool of 20 extra labourers in addition to the usual strength of a Provincial Civil Labour Unit. The aim is to cover wastage and/ or deficiency that may occur due to rejection or absconding of men at the Army Collecting Centre before the final despatch to the work ~~unit, go into the next unit~~ site. Any surplus from the pool should, on the departure of the unit, go into the next unit.

Any deficiencies at the time of departure, that are not covered by the inclusion of all the lab bourers from the Pool and/ or deficiencies in super--visory personnel should be made good by despatch to site of work either as individuals or with a subsequent unit. Despatch of the above is the responsibility of the Army Collecting Centre.

2. Thereafter requirements / replacement of supervisory personnel to complete the authorised strength of an unit, which cannot be made from within the units, or locally be upgrading of suitable personnel, will be demanded by the Officer Commanding Unit from the Labour Supply Depot of origin of the Unit and despatched direct at first opportunity under arrangements with the Army Collecting Centre.

3. It is not intended to reinforce the labour strength of an Unit after any initial deficie-ncy

deficiency is made good. Key men, followers etc., may, however, be demanded as far supervisory staff. Personnal on discharge from hospital etc., will, if it, rejoin their unit direct."

These orders have been communicated to the Superintendent, Labour Supply Depot, Thana, for information and guidance.

After discussion on paras 2 and 3 of the Government of India letter, it was decided that that Government should be requested to reconsider their decision as conveyed in para 3 ibid, so as to cover replacements of deficiency at work centre, especially when the same happens to be at a distance from the Army Collecting Centre.

16. (Agenda Item No. 15).

Medical Standards for imported Civil Labour (Grounds of rejection).

Government of India, Department of Labour PCLU Circular No. 36, dated 10th January 1945:-

"Reference:-This Department Cir. Nos. PLU 4(FS) dated 8th August and No. 15 dated the 15th September 1944 and letter No. L-MP 7-IX /359, dated the 24th November 1944.

The Medical standards laid down in the above quoted references are not considered sufficiently comprehensive and it is requested that the following be substituted for conditions which will constitute grounds for rejection :-

(i) Any indication of tubercular disease.
(ii) Constitutional syphilis or other active veneraal disease.
(iii) Valvular or other disease of ~~he~~ the heart.
(iv) Choronic enlargement of spleen or liver.
(v) Bronchial or laryngeal disease.
(vi) Generally impaired constitution, particularly when associated with anaemia.
(vii) Severe rupture.
(viii) Severeh haemorrhoids.
(ix) Severe Trachoma.
(x) Otitis media with offensive discharge.
(xi) Advanced intractable skin disease."

The orders which have been communicated direct by the Government of India, to the Superintendent, Labour Supply Depot, Thana, were noted.

Col. Gosnell mentioned that the O.C., 35 G Group I.P.C. (21 A.B.P.O.) is pressing for a slightly higher standard than that actually followed at present in respect of labour recruits and added that this fact may be kept in view while recruiting men at the Depot, due care being, however, taken to see that such insistance for a higher standard is not allowed to result in to many rejections.

This suggestion was accepted and it was decided that the Medical Officer at the Labour Supply Depot, Thana, should be instructed accordingly.

17. (Agenda Item No. 16).

Surplus Labour at Bhusawal.

Letter from the Regional Labour Supply

S.J.D.

Letter from the Regional Labour Supply Committee, Nasik, No. RLSC(N)-/75-A, dated 22nd January 1945, forwarding a copy of letter No. 131/xx/61, dated 15th January 1945 from the Garrison Engineer, M.E.S., Bhusawal stating that the surplus labour at Bhusawal will not like to move to other place.

This was noted.

18. (Agenda Item No. 17).

Government of India's Reviews (Nos. VIII and IX) of the Unskilled Labour Supply Position for October and November 1944 (with particular reference to the progress made under the Unskilled Labour Supply Scheme).

The two Reviews were recorded.

19. (Agenda Item No. 18).

Provincial Civil Labour Units (Home Service) - Rations, during transit by rail etc., for labour.

Government of India, Department of Labour PCLU Cir. No. 37, dated 9th January 1945:-

" As an alternative to the terms of Provincial-Civil Labour Unit Circular No. 31, dated 24th November 1944, Labour Supply Depot Superintendents are authorised to continue the existing system of providing bags of puffed rice and gur together with tea purchased enroute for labour in transit by ~~rial~~ rail, subject to the condition that the expenditure does not exceed annas twelve per man per day."

The Circular has been forwarded by Government to the Superintendent, Labour Supply Depot, Thana, for information and guidance. It was noted.

20. (Agenda Item No. 19).

Despatch of Labour to Army Collecting Centre in small batches.

Letter from the Government of Bombay, Political and Services Department to the Government of India, Department of Labour, No. 8264/34-E, dated 23rd January 1945, requesting approval to despatch of recruited labour from the Labour Supply Depot, Thana, to the Army Collecting Centre, in batches of 50 or 100, for reasons explained.

Telegram from the Director, Unskilled Labour Supply, Calcutta, No. USL/4337/6, dated 25th January 1945:-

"Reference your 8264/34-E, dated 23rd January ~~1945, requesting approval to des~~--- Reply in post No. objection provided parties properly escorted and steady flow of recruits maintained and desertions minimised. "

~~With~~ Letter No. USL/4337/6, dated the ~~25~~/ 24th January 1945, from the Director, Unskilled Labour Supply, Calcutta:-

"Would you please refer to your letter No. 8264/34-E, dated 10th January, 1945, addressed to the Government of India, Department of Labour, New Delhi.

With.....

With regard to the proposal to despatch labour in batches of 50 or 100 men to the Army Collecting Centre at Dehu Road, it will be readily understood that the best method of despatch is that of a complete company on each occasion but, if by despatching in smaller numbers a steady flow is likely to be maintained and the number of desertions reduced to a minimum, there is no objection to the method being given a trial.

It will be necessary, however, to send a responsible man in charge of each party whose duty it will be to look after the welfare of the personnel during the journey and who will hand over the party to the authority concerned at the Collecting Centre."

The orders were noted . They have been endorsed to the Superintendent, Labour Supply Depot, Thana, for information and guidance.

21. (Agenda Item No. 20).

Dates of next meetings of the Executive Sub-Committee and the Provincial Labour Supply Committee.

The following dates were fixed for the next meetings of the Committees :-

Friday 23rd February 1945 at 12 Noon in the Secretariat, Bombay.	Executive Sub-Committee of the P.L.S.C.
Friday 23rd March 1945 at 12 Noon in the Secretariat, Bombay.	Provincial Labour Supply Committee.

22. (Extra Item No. 1).

Minutes of meeting of the Regional Labour Supply Committee, Kalyan, held on 5th December 1944.

Paras 4 and 5 of these minutes contained the proposals of the Regional Committee regarding Standardization of wage rates in its area. The Regional Labour Supply Committee was requested to reframe the above proposals specifically in the light of the instructions contained in the Government of India Department of Labour, letter No. L-MP 2-858, dated 27th October 1944 and the directive letter of the P.L.S.C. No. L.S.C. 15/1131, dated 23-12-44, . In reply, the R.L.S.C. , Kalyan, stated as under in its letter No. K.L.C., dated 29th January 1945:-

"The average wage rate for casual labour prevailing at Kalyan and Ambernath is Rs. 1-8-0 for man and Re.-1-0-0 for woman worker. This when split up into the various sub-heads mentioned in para 4 of the Government of India letter dated 27th October 1944 would appear as Under:-

I	II		III			IV
Basic wages.	additions for		Value of concessions.			Total.
	(i) arduousness of work.	(ii) Dearness allowance.	(i) Grain.	(ii) Housing.	(ii) Others.	
Man 0-8-0	0-1-0	0-11-0	0-3-0	0-1-0	Nil.	1-8-0,
Woman 0-7-0	Nil.	0- 9-0	Nil.	Nil.	Nil.	1-0-0.

Keeping in view the minimum standards of conditions of service as a necessary complement of the basic wage (vide your letter No. L.S.C. 15/1171, dated 23rd December) the basic wages for man and woman are taken to be annas 8 and annas 7 respectively (which were approximately the pre-war wage rates in the area). Anna 1 is calculated for arduousness of work for man only. Annas 11 and annas 9 are taken to be the dearness allowances for man and woman respectively. These are based on the rise in the index of the cost of living (which for Bombay in October 1944 was 134% above the prewar level). One anna per day is regarded as the value of a free house to a worker per family as decided by the Kalyan Regional Labour Supply Committee in its meeting held on 5th December 1944. This amount being for the whole family, it is not repeated in the case of woman. Annas 3 are counted as grain concessions for man and the total in the case of man comes to Rs. 1-8-0 . No other concessions of any 'value' in the eyes of the workers are granted by any employer.

2. It will thus be seen that the result of the spliting up agrees with the recommendations of the meeting of the Kalyan Regional Labour Supply Committee held on 5th December .

3. It is not known for what purpose the standardization of wages is contemplated. A Bill is being introduced in the British Parliament this month (after five years of fully controlled man-power and wages) for standardization of wages with the object of preventing sweated labour in the post-war period. When labour is in short supply and wage rates are rising as they are in the Kalyan area at present, what is needed is a 'ceiling rate'. When wage rates are falling (as they are likely to be after the War) and there is danger of sweated labour, a 'minimum' wage rate is indicated. 'Standardization' perhaps means bringing the wage rates in several industries into harmony under given conditions."

Regarding the addition of anna -/1/- for arduousness of work, it was held that such an addition can be allowed only under the specific order of the Regional Committee in each case in a specially difficult type of work in an area like Kalyan where most of the work is not of an arduous nature. Only in, e.g. a coal mining area could it be included as a regular item. Therefore, it cannot be allowed automatically by employing agencies. for ordinary kinds of work. This addition in any case where it is specially allowed, should be outside the maximum rate fixed for the area.

The Provincial Labour Supply Committee also decided that a common maximum rate of Rs. 1-8-0 for the Kalyan area, was too high. It was decided that the maximum for general application should be Rs. 1-4-0, an addition of annas four being allowed, if necessary, for the labour in the Ordnance Factory Further, this maximum should be applicable to new labour recruits and not be enforced in the case of labour which is already being paid at more than this rate.

The maxima rates for women should be arrived at on the same basis and the R.L.S.C. requested to report the figures for the information of the P.L.S.C.

23. (Extra Item No. 2).

Minutes of the meeting of the Regional Labour Supply Committee. Nasik, held on 24th January 1945.

The minutes were recorded.

As the Regional Committee is meeting again on 6-3-45 to revise its proposals regarding standardization of wage rates, it was decided to await them.

Regarding the Regional Committee's proposal about the revised schedule of rates suggested by the D.C.E. 108 L. of C. Area, please see para 25 below.

24. (Extra Item No. 3).

Minutes of the meeting of the Regional Labour Supply Committee, Bombay City held on 10th January 1945.

The minutes were recorded.

Para 3 of the minutes did not specify the correct procedure regarding submission of indents for labour. The accompanying letter (No. L.S.C. 48(1)/2072, dated 1-2-45) has accordingly been issued on the subject.

As the Regional Committee is to consider the question of standardization of wage rates in its next meeting on 7th February 1945, it was decided to await the Committee's proposals.

25. (Extra Item No. 4).

Revised Labour Rates Schedule

For the following categories of unskilled labour the wage rates shown against them have been proposed by the D.C.E., 108 L. of C. Area.

S.N.	Description.		Bombay City	Bombay out Stations.	Deolali	Bhusawal	Lake Beale	Kalyan & Ambernath.
1.	Bhisty(with Mussock).	From:	1-8	1-8	1-8	1-8	1-8	1-8
		To:	1-12	2-8	2-0	1-12	2-0	2-8
2.	Chowkidar.	From:	0-12	0-12	0-8	0-8	0-8	0-14
		To:	2-0	1-8	1-0	1-0	1-4	1-8
3.	Cooly Man.	From:	0-10	0-10	1-0	0-14	1-0	1-0
		To:	1-10	1-12	1-4	1-2	1-4	1-4
4.	Colly Woman, Boy or Girl.	From:	0-8	0-8	0-6	0-6	0-6	0-12
		To:	1-2	1-4	0-12	0-12	0-14	1-0
5.	Sweeper	From:	0-12	0-12	0-6	0-8	0-6	1-0
		To:	1-12	1-4	0-14	1-0	0-14	1-4

The D.C.E. has requested approval of the Provincial Labour Supply Committee to the above wage rates.

The Regional Committee s were accordingly requested to report on the suitability of these rates.

S.J.D.

The Kalyan.....

The Kalyan Regional Labour Supply Committee has submitted its report as under:-

"Of the proposed labour rates for Kalyan and Ambernath, those for Bhisty, Chowkidar, and Cooly Woman, boy or girl, are reasonable and may be approved In the case of cooly man and sweeper, however, the maximum may be raised to Rs. 1-8-0 as recommended by the Kalyan Regional Labour Supply Committee in its meeting held on 5th December 1944."

The Nasik Committee's report is as under:-

"The proposed rates for each of the categ-gories of labour mentioned in D.C.E.'s letter for Deolali, Bhusawal, and Lake Beale were found reasonable and approved (by the Nasik , Regional Labour ~~following-exception-that-the-coolie-man-at-Deolali-be-paid~~ Supply Committee in its meeting on 24th January 1945) with the following exception that the coolies man at Deolali be paid from 1 Rs. to 1-2-0 instead of from 1Rs. to 1-4-0 as suggested in the D. C.E.'s letter. The revised Labour Rates Schedule for Deolali, Bhusawal and Lake Beale is as follows:-

Revised Labour Rates Schedule:-

Description		Deolali	Bhusawal	Lake Beale
1. Bhisty (with Mussock).	From	1-8-0	1-8-0	1-8-0
	To	2-0-0	1-12-0	2-0-0
2. Chowkidar.	From	0-8-0	0-8-0	0-8-0
	To	1-0-0	1-0-0	1-4-0
3. Coolie Man.	From	1-0-0	0-14-0	1-0-0
	To	1-2-0	1-2-0	1-4-0
4. Coolie Woman, Boy, or Girl.	From	0-6-0	0-6-0	0-6-0
	To	0-12-0	0-12-0	0-14-0
5. Sweeper.	From	0-6-0	0-8-0	0-6-0
	To	0-14-0	1-0-0	0-14-0"

The proposals of the Nasik Committee were approved, and it was agreed to communicate these to the D.C.E.

The Kalyan Committee's proposals were also approved, subject to the remarks made in para 22 supra.

The proposals from the Bombay City and the Bombay Suburban District Committees in connection with the schedule of rates proposed by the D.C.E. were awaited.

26. (Extra Item No. 5);.

Posters regarding recruitment of labour for Bombay Civil Labour Units (Home Service).

The draft of the poster suggested by the Director of Information was read and approved with a slight modification as shown below:-

"

JOIN
CIVIL LABOUR UNITS

Men are wanted for the Bombay Civil Labour Units for employment on military works in India. Why not join ?

You will.....

You will not be asked to go outside India and you will not have to sign on for more than a year's work.

Your minimum daily wage will be 12 annas and you will also get

Free Boarding
Free Lodging
Free Clothing
Free Medical Attention.

Apply at once for further particulas to -

The Superintendent,
Labour Supply Depot,
THANA. (G.I.P.Railway)."

It was decided that 5000 copies of the Gujarati translation of the above poster should be got printed through the Director of information and sent to the Assistant Recruiting Officer, Ahmedabad for distribution, as the posters are not intended for general distribution through the Collectors.

Sd/-

Secretary,

Bombay,) Provincial Labour Supply Committee, Bombay.
6th February 1945).

125-114

TO BE SUBSTITUTED FOR THE LETTER BEARING THE SAME NUMBER AND DATE.

Abbrev: Tel: Address:
'FLABSUPCOM'
'Phone No. 26000.

No. L.S.C. 15/1171.
Office of the Secretary,
Provincial Labour Supply
Committee, New Block, Opposite
Secretariat, Bombay.
23rd December 1944.

Letter.

To

The Chairman,
All Regional Labour Supply Committees.

Subject:- Standardization of wage-rates.

Reference:- (1) Government of India, Department of Labour, letter No. L-MP 2-858, dated 27th October 1944 (copy endorsed to all R.L.S. Committees under P.L.S.C. letter No. LSC 15/1171, dated 7th November 1944).

(2) Para 21 of the minutes of the P. L.S.C. meeting held on 8th December 1944.

I am directed to request that the question of standardization of wages for unskilled labour on the lines suggested by the Government of India in their letter quoted above, should be placed before the Regional Labour Supply Committee of your area, as soon as possible and the considered proposals of your Committee submitted so as to reach the Provincial Labour Supply Committee not later than the 15th January 1945. This date has been fixed in order to enable this office to include the question in the agenda of the next P. L.S.C. meeting to be held on 2nd February 1945.

2. I am to add that in framing your proposals, special attention should be paid to the following factors and also to paras 3 and 4 of the Government of India letter of 27th October 1944 quoted above .:-

(a) that the Minimum Standards of Conditions of service approved by the P.L.S.C. should be kept in view as a necessary complement of the basic wage (which should not normally be in excess of the pre-War wages prevailing in the locality).

(b) that the immediate scope for standardization will (as observed by the Government of India in para 2 of their letter quoted above) be found in dealing with casual labour in Government undertakings, and with newly recruited labour in all undertakings, though for some time to come, only the maxima for wage rates will be of importance. The minima should be fixed now though they are only likely to come into play when employment decreases after the War.

(c) that the maximum wage rates based on the Minimum Standards of Conditions of Service as stated in (b) above, should be arrived at by striking a mean between the various wage rates prevailing at the..

the same place.

(d) that once such maxima are fixed, it will be upto the Regional Labour Supply Committees to do their best to enforce or implement them and put a stop to the competition between employers, Government or otherwise.

3. In regard to (c) above, I am to state that the Poona, Regional Labour Supply Committee has decided to fix the basic wages as under :-

	Rs.	A.	p.
Males	0	12	0
Females...	0	6	0
Adolescent..	0	6	0

These wages are average basic wages, whereas it is necessary to lay down maximum wages, so that once such maximum wage rates are fixed, an experiment can be tried by way of enforcing them in a compact area where works are concentrated and the employing agencies are comparatively few in number.

(For Poona, Regional Labour Supply Committees only).

It is requested that the proposals formulated in the minutes of the last meeting of your committee, should please be revised wherever necessary in accordance with the forgoing instructions and submitted to the Provincial Labour Supply Committee before the date specified in para 1 above.

Sd/-
Secretary,

Provincial Labour Supply Committee, Bombay.

Abbrev:Tel:Address:
'PLABSUPCOM' -
'Phone No. 28000.

No. L.S.C. 13.
Office of the Secretary, Pro-
-vincial Labour Supply Commi-
-ttee, New Block, Opposite
Secretariat, Bombay.
2nd February 1945.

From

Rao Saheb J. V. Muzumdar, B.A.,

Secretary, Provincial Labour Supply Committee,

Bombay.

To

The Secretary to the Government of Bombay,

Political and Services Department, Bombay.

Sir,

I am directed to invite reference to my letter No. L.S.C. 13, dated 11th November 1944 and to request that para 4 thereof so far as it relates to items (b) and (d) of para 7 of the Government of India, Department of Labour, letter No. L-MP 18/30. dated 11th July 1944 may please be cancelled and the following substituted for the same:-

(Under para 4) " Regarding (b) and (d):-

Now that a Labour Supply Depot has been opened near Thana, all available labour from such sources as Army and Police 'rejects' and refugees or any surplus labour becoming available from other sources, will be collected in the Depot for raising the Bombay Civil Labour Units (Home Service). As to the Civil Pioneer Force, they are given priority by the Military Recruiting Officerw at the Military Recruiting Centres and the- are sent direct thence to the Civil Pioneer Depot."

2. A copy of para 4 (in full) of my above quoted letter of 11th Novmmber 1944, as now amended is subjoined.

3. This amendment may kindly be communicated to the Government of India

Yours obedient servant,

Sd/-

Secretary.....

Your obedient servant,

Sd/-

Secretary,

Provincial Labour Supply Committee, Bombay.

Copy forwarded with compliments to all Regional Labour Supply Committees for information.

To be substituted for para 4 of P.L.S.C. letter No. L.S.C. 13, dated 11-11-44 addressed to the Chief Secretary to the Government of Bombay, Political and Services Department.

"4. Regarding the various points raised in para 7 of the Government of India letter quoted above, I am directed to submit the following remarks :-

Regarding (a) & (b) :- The necessary suggestion for the conferment of statutory powers on the Labour Supply Committees has already been made in para 2 supra.

The setting up of any more Regional Labour Supply Committees or Labour Supply Depots in addition to those mentioned in para 3 above, is not considered necessary for the present.

Regarding (b) and (d):- Now that a Labour Supply Depot has been opendd near Thana, all available labour from such sources as Army and Police 'rejects' and refugees or any surplus labour becoming available from other sources, will be collected in the Depot for raising the Bombay Civil Labour Units (Home Service). As to the Civil Pioneer Force, they are given priority by the Military Recruiting Officers at the Military Recruiting Centres and are sent direct thence to the Civil Pioneer Depot.

Regarding (e):-For the present the H.Q. 110 L. of C., Area have kindly agreed to arrange for a fortnight's training of the supervisory personnel, at Dehu Raod." S.J.D.

GOVERNMENT OF INDIA.
DEPARTMENT OF LABOUR.

No. L-MP 50(7). Dated New Delhi, the 23rd January 1945.

From

Major A.G. Lockwood,
Under Secretary to the Government of India.

To

The Governments of U.P., C.P., Bihar, Bengal, Madras & Bombay.

The Residents Rajputana/Punjab States.

Sir,

I am directed to enclose herewith a scheme on the ~~in~~ formation of Record Offices in the Provinces/States which is now awaiting the approval of the Governor General in Council. In the meantime, it is requested that the Provincial Government etc. may proceed with the preparations, and expedite arrangements in order that the Record Office may be ready to take over the records and accounting work of Civil Labour units. It may be mentioned that as soon as a Record Office is ready to take over even the records of one unit it should do so and not wait until it is in a position to take over records etc. of all the units which have been recruited in the Province.

2. Annexure IV which is a specimen Running Pay Account has not been finalised and will be sent to your Government as soon as it is available.

3. Circular No. PCLU 13 dated 14th September 1944 should be treated as cancelled in so far as it has been revised by the attached scheme.

Your obedient servant,

Sd/- A.G. Lockwood,
Major,
Under Secretary to the Government of India.

Copy to .....

Copy to :-

1. Finance Department with reference to their u/o No. 8407-WIII/44, dated 15th January 1945.
2. Director, Unskilled Labour Supply, Calcutta.
3. Collector, Gorakhpur.
4. Political Department.
5. Director, Indian Pioneers & Labour.

Sd/- A.G. Lockwook,
Major,
Under Secretary to the Government of India.

ARRANGEMENTS FOR INITIATION OF A SCHEME FOR THE INTRODUCTION OF RECORD OFFICES FOR CIVIL LABOUR UNITS.

1. It is of the utmost importance that Record Offices be introduced at the earliest possible opportunity and that prior training be given to the staffs.

2. Training of Staff. The Military Accountant General has kindly agreed to assist in training staffs for Record Offices, and the following instructions should be noted:-

(a) Provinces/States will submit the names of trainees to the Director Unskilled Labour. Supply who will arrange the training through the Director Pioneers & Labour.

(b) The period of training will be one month, or as otherwise decided , and

(c) Pay, during the training period, transport to & from the place of training will be in accordance with ordinary Provincial arrangements.

3. Instructions to be issued by Record Offices. When record offices are set up, and are prepared to administer units, instructions will be issued by them on the following points:-

(a) Notification to all concerned of the Civil labour units to be administered by them .

(b) The full postal address of the Record Office.

(c)....

S.J.D.

(c) Transfer of all Records appertaining to units to the Record Offices from Army Collecting Centres.

(d) Date from which Record Offices will make family allotment payments.

(e) Date upto which O.C. Unit will pay his men in full after which payment on A-Acquittance Rolls will commence.

Copies of instructions on above issued by Record Offices will be forwarded to Labour Department and G.H.Q. ,(Q.M.G.'s Branch PL/A).

4. Procedure to be enacted until opening of Record Offices.

(a) By Army Collecting Centres:-

(i) The Army Collecting Centres will hold ALL records of units raised by them until in-structed to pass to Record Offices.(See 2(c)).

(ii) Pass the notification of deaths in units vide I.A.O. 35/S/44 to Labour Supply Depots of origin.

(iii) Hold IAFF 1000 (family allotment form) prepared in duplicate before the departure of the unit. No action will be taken on this until instructions are received from Record Offices (when the dup-licate copies will be forwarded to the Unit concerned and the originals to the Record Offices).

(b) By Units:-

(i) O.C. Unit will make payments in accordance with existing instructions until notified that the new procedure is to be enacted. Payment will be made in full upto date Record Office starts functioning, and no deductions in pay will be made except for

the...

the recovery of advances , O.C. Unit will submit a certificate to the effect that all credit balances have been paid when the changeover to the new system is effected.

(ii) Where advances have been made, and recovery has not been fully effected O.C. Unit will submit a list to Record Offices of balances outstanding and method of recovery.

(iii) Upon receipt of the duplicate IAF 1000 from the Army Collecting Centres, O.C. Units will check for alterations in allotments and in-form the Record Offices whether any alter-ations are to be made.

(iv) O.C. Units will correspond only with Army Collecting Centres on all matters effecting personnel in the Units until Record Offices are opened. All matters effecting records will be sent to the Army Collecting Centres for retention. Statements of accounts however, will be retained until Record Offices are opened and passed to them direct.

==========

PROCEDURE FOR THE PREPARATION AND MAINTENANCE OF PAY ACCOUNTS AND RECORDS OF CIVILIAN PERSONNEL OF CIVIL LABOUR UNITS.

Introduction.

1. The preparation and maintenance of accurate records and accounts is essential to ensure that the labourers' interests are well looked after; their families catered for by receipt of monthly cash allotment and all sums due are in fact received. This will do much to raise the morale of the labourers and stimulate recruiting.

S.J.D.

The.....

The burden of this work cannot be undertaken by units at work site (particularly in F.S. Areas) and can best be performed at a central office in the Province /State where men are recruited.

A uniform procedure for all Provinces/States is necessary and the following orders will be observed by all concerned.

2. General Procedure.

It is not considered necessary or desirable to adopt the full military system of documentation and pay accounting for Civil Labour Units. The method aims at simplicity in accounting - all of which is to be done at the Provincial/State Record Office. Units will be called upon to provide only such information as is necessary for the - maintenance of these accounts.

Units will not be administered by the Army 2nd Echelon. Units will correspond direct with their Record Office (later through Civil Labour Clearing Offices if and when these are formed in theatres of operations). Units will not correspond on Record or Pay matters with the local military formations or with Field Controller of Military Accounts.

Payments will be restricted to those made by by the Unit Commander or Civil Labour Liaison Staff.

To obviate any direct contact or correspondence between the Units and the Field Controller of Military Accounts personnel of Civil Labour Units will NOT be paid advances by any IMPREST HOLDER.

Note -- If an advance should by mistake be given by an IMPREST HOLDER to an individual of Civil Labour Unit, and the acquittance roll reaches the Field Controller of Military Accounts he will pass it to Record Office concerned.

Advances, if desired by individuals who are

are detached from their Unit, may be paid by the Civil Welfare Officer or any other officer nominated by the Director Unskilled Labour Supply, and adjusted by arrangement with the Record Office maintaining the individuals account.

There is always the risk that the individual will have been discharged before recovery can be effected. For this reason, an I.A.O. has been published ordering all military Units not to make payments to personnel of C.L. Us.

Personnel are engaged on IAFZ 2055 suitably modified at the Labour Supply Depot. Forms will be handed over to and retained by the Record Office.

Personnel may only be attached or transferred to a Unit of the same Province/State or origin.

All will be encouraged, on engagement, to make a fixed family allotment (I.A.F.F.-100 will be used) and , whether they do so or not, to draw at work site only small monthly advances, which in no case must exceed the monthly credit known to be available after deducting the family allotment (if any).

No cuttings from individuals pay will be permitted on any account. The amenities grant should cover all necessary expenditure for welfare.

All personnel will be issued with a Record of Service and Pay Book adapted from A.B. 64 to suit the special needs of labour units.

3. Pay Procedure in Units.

Units will publish Part II Orders to cover all casualties on which action is required to be taken in the Record Office submitting them weekly on I.A.F.O. 1810 (Part II Orders) to the Record Office (See Annexure I) Units are not required to maintain muster rolls I.A.F. W. _ 2255 for pay purposes. Units will not maintain an Imprest Account but will draw cash as required, from their employing agency. A simple receipt will be issued for the amount received.

O.C.....

S.J.D.

O.C. Unit will forward to Record Office a state of the Unit as at the last Saturday of the month (see Annexure II).

Acquittance Rolls (A.F.N. 15130) will be prepared in triplicate showing the payee's number, rank and name and the amount of the cash payment. In the case of attached men separate rolls will be prepared for each Unit which will clearly show the names of both Units. The payee will sign or make thumb-impression on the original copy only. Witnesses will sign other copies. Rolls will be totalled, dated, numbered serially (Numbers will be allotted by the Imprest Holder) and signed by the paying officer at the time of payment. An Acquittance Roll will bear the same serial number on all sheets, the total payments on one sheet will be carried forth to the next and the grand total made on the last sheet. The completion of the Roll will got be delayed if all the men originally shown therein are not available for payment. All blank spaces on Acquittance Roll, and also the name of any men entered thereon who did not attend parade would be ruled through, absentees paid subsequently being shown on cash Rolls. The Officer making the payment is personally responsible for the correctness of the Acquittance Roll in every respect. sures and over-writings must be avoided on Acquittance Rolls and pay-Books.

The original Acquittance Rolls will be despatched to the Record Office (through clearing houses when formed) on the date of payment. The duplicate and triplicate copies will be handed over to the Imprest holder from whom the cash is drawn with any undisbursed cash and simple receipt withdrawn.

4. Record of Service Book:

It contains:-

(a) Description of the holder of the book.

(b) Medical History - Admission, discharge to hospital.
Record of vaccinations, inoculations.

(c) Record of Pay.

(d) Inventory of kit.

(e) Instructions (i) when separated from his Unit.
(ii) when evacuated outside as FS Area.
(iii) if death occurs.

The book will initially be prepared and issued at the Army Collecting Centre.

Record of Service Book must remain in possession of -- individual to whom it belongs when absent from his unit. Alterations will be clearly attested by the officer making them. Particular care should be taken to ensure that all entries in the Books are absolutely accurate.

Personnel must be warned that any tempering with the entries will entail disciplinary action.

5. Procudure for notification of medical casualties.

Each Unit has its own 50 bedded Camp Hospitl, In H.S. Units evacuation of sick to Military Hospitals is NOT authorised except in a few Depots/ Bases where special arrangements exist. Normally sick will be retained in Unit Camp Hospital and serious cases evacuated to ~~Military Hospitals. Within a month~~ nearest Civil Hospital. In F.S. Areas only, the seriously ill will be evacuated to Military Hospitals. Within a month of admission to hospital, all Civil Labour Unit patients will be medically boarded and, if considered unfit for full work within two months, will be repatriated to India, as soon as they are fit to move, for discharge at their labour Supply Depot. Cases likely to be fit within two months will normally be retained in the Army Area. All fit will be returned to their Units on discharge from Hospital. If Unit has been repatriated they will

be..... S.J.D.

be posted under orders of Labour Service Officer to Unit of same Province next due for repatriation. Details as to disposal of sick are given in the individual's Record of Service Book.

Nor-mal reports and returns submitted by Army Medical Units in respect of personnel of Civil Labour Units admitted and discharged to Military Hospital will be addressed to the O.C. Unit and the ~~Sd~~ Clearing Office, if formed .

N.B. -- Advances of pay will not be made~~by~~ by O.C. Military Hospital.

On admission to hospital of personnel suffering from an injury/disability which may possibly lead to a claim for compensation, the normal A.F.B1 11/ will be prepared by the Hospital and returned to the man's Unit for any subsequent action necessary.

I.A.O. 35/S/44, ~~da~~ Appx. 'E' lays down pro-cidure for reporting deaths of personnel of Civil Labour Units. -----

a) Deaths occurring in the Unit will be notified in ~~pa~~ Part II Orders .

b) Deaths occurring in any Army Medical Unit will be reported by O.C. Medical Unit to O.C. Unit who will publish casualty in Part II Orders.

c) Death report must give following particulars- Man's name, number, Unit etc., Date, place and cause of death, and place of burial.

6. Deceased Personnel.

O.C. Unit will be responsible for forwarding to the Record Office the personal effects of intrinsic or sentimental value, cash and Record of Service Book of the deceased. Effects despatched will be entered in the Book.

7. Unit History Book.

The.;....

The maintenance of a permanent record of official matters affecting the Unit and its personnel is necessary for record purposes.

All Unit Commanders will maintain Unit History Book (Foolscapesize) making entries as laid down below.

The Unit History Book will constitute a day-to-day diary of the Unit from date of formation at Army Collecting Centre, items being entered as and when they occur, and signed and dated by the Unit Commander.

The outline of information will include the following:-

a) Date of raising.

b) Date of departure for service.

c) Date of arrival at site of work.

d) Work on which employed, noting charges as they occur.

e) Date of departure for final dispersal.

f) Date of dispersal.

g) Strength, by designations, showing numbers absent from Unit with reason (weekly on Saturday).

h) Nominal roll of Unit on formation (copy to be attached to History Book).

i) Remarks by Employing Services, Inpecting Officers etc.

The Book will be open to inspection by all officers including those of the Directorate of Unskilled Labour Supply. All Officers of the Directorate of Pioneers & Labour when visiting Units, are required to see that the book is properly maintained.

On dispersal of the Unit, the Book will be handed over for record.

8. Principles in the Organization and Functions of Record Offices.

The following principles will be forwarded:- S.J.D.

a) Each Provincial/State Government concerned is responsible for the establishment and maintenance of a Record Office and will retain full control through its own officers. The provision of adequate trained staff (for details see Annexure III) is essential from the outset in setting up Record Offices. They should be capable of functioning for all types of Civil Labour Units.

b) Provincial Governments will place cash facilities at the disposal of the Record Offices for despatch of family allotments and for final disbursement of pay to personnel of Units on disbandment.

Indian States will continue with the present system of requisitioning on G.H.Q. for cash to be placed at their disposal.

c) The auditing of accounts is the responsibility of Civil Account Officers who may consult the nearest Controller Military Accounts where necessary.

d) Record Offices will provide the following facilities:

1) Maintenance of Long Rolls for Supervisory and Labourer personnel, as laid down in PCLU Circular No. 20, dated 9th October 1944.

2) Maintenance of a simple individual running pay account (See Annexure IV).

3) payment of monthly family allotments. (See Annexure V).

4) Notification of deaths to next of kin.

5) Final payment of claims for compens[redacted] under orders of Provincial Gover[redacted]

6) Final settlement of pay of all individ[redacted]

e) Particular care will be taken to see that payments communicated through Acquittance Rolls are entered in the individual's accounts. A

monthly.....

a) Each Provincial/State Government concerned is responsible for the establishment and maintenance of a Record Office and will retain full control through its own officers. The provision of adequate trained staff (for details see Annexure III) is essential from the outset in setting up Record Offices. They should be capable of functioning for all types of Civil Labour Units.

b) Provincial Governments will place cash facilities at the disposal of the Record Offices for despatch of family allotments and for final disbursement of pay to personnel of Units on disbandment.

Indian States will continue with the present system of requisitioning on G.H.Q. for cash to be placed at their disposal.

c) The auditing of accounts is the responsibility of Civil Account Officers who may consult the nearest Controller Military Accounts where necessary.

d) Record Offices will provide the following facilities:-

1) Maintenance of Long Rolls for Supervisory and Labourer personnel, as laid down in PCLU Circular No. 20, dated 9th October 1944.

2) Maintenance of a simple individual running pay account (See Annexure IV).

3) payment of monthly family allotments. (See Annexure V).

4) Notification of deaths to next of kin.

5) Final payment of claims for compensation under orders of Provincial Governments.

6) Final settlement of pay of all individuals.

e) Particular care will be taken to see that payments communicated through Acquittance Rolls are entered in the individual's accounts. A

monthly.....

monthly report will be made to the Officer-Commanding the Unit giving details of any individuals whose accounts are in debt to an extent exceeding a month's emoluments. If any names shown in the Acquittance Roll are of men whose accounts are not kept by the Record Office, the extract will be forwarded to the correct Record Office.

The Record Office will check the Unit monthly state with all additions and decreases to the strength of the unit as notified in Part II Orders and agree the strength of the Unit from the previous parade state.

g) When the Individual Running Account of an individual who has become non-effective shows a debit against the individual and there is no means by which the money can be recovered, the amount will be put up by the Record Office for "write-off the competent financial authority" (Rule 75 ex. seq. F.R.Part I refers.).

h) All coressondence affecting pay will be carefully filed and retained by the Record Office.

9. Repatriation of an individual.

a) As soon as it is it is known that an individual is to be repatriated O.C. Unit will forwarded by post to the Record Office, all particulars required for prompt settlement of the individuals account, copy by hand of the repatriate when possible.

b) The individual will be directed via the Army Collecting Centre to the Record Office to receive the balance of his account and be finally discharged.

c) There should be no unnecessary detention of an individual awaiting discharge.

10. Repatriation of the Unit.

a) Pay a/c in the each individual's Record and a

a) and Service Book will be totalled in pencil after the last payment at work site has been made.

b) All books will be handed into the Record Office for the final balance to be inserted, and the account checked with the individual's Running Ledger account.

c) Final payment will then be made by the O.C. Unit or by an Officer nominated by the Recorded Office.

d) During the process of repatriation the Unit will be located at the Labour Supply Depot nearest the Record Office dealing with the accounts of the Unit.

e) As the Record Office will receive ample warning of repatriation, the final settlement of accounts should not be a protracted process and every effort made to disperse the personnel in 24 hours.

11. Functions of a Labour Clearing Office.

It is thought that a Clearing Office, forming Part of a Civil Labour Control H.Q. will become necessary in each theatre of operations ex-India. It should be located on the L. of C., preferably in the neighbourhood of the Army Advanced 2nd Echelon. Its functions would be to act as a clearing and despatching office for all correspondence passing between the Units in the field and their respective Record Offices in India.

A Clearing office is not considered necessary for Units employed in India Command or in Ceylon. Such Units can correspond direct with the Record Offices.

The formation and functions and the provision of the necessary staff for clearing offices would be the responsibility of the Army Commander concerned.

ANNEXURE I.

PART II ORDERS - CIVIL LABOUR UNITS.

1. A Part II Order Book will be maintained in each Unit and matters concerning the following will be carefully recorded therein. All orders must be numbered serially from the first Order, giving the Number , Rank and Name of each individual.

All items affecting an individual's pay will be published under the following headings ----

(a) Arrivals in Unit.

(b) Departures from Unit.

(c) Attachments to/from the Unit.

(d) Promotion in Rank/appointment.

(e) Reduction in Rank/appointment.

(f) Absence or absconding for which pay is forfeited.

(g) Admissions to Camp/Military Hospital.

(h) Discharges from Camp/Military Hospital.

(i) Transfers between Camp/Military Hospital.

(j) Fines and punishment involving loss of pay including loss of pay due to self-inflicted injury , or disease caused through imprudence.

(k) Loss of Command pay through admittance into hospital.

(l) Issues of clothing on payment.

2. A copy of the Part II Order Book on I.A.F.O. 1810 will be despatched to the Record Office weekly on Saturday.

3. The following instructions under the various headings are for guidance when compiling Part II Orders.

(a) (b) ARRIVALS / DEPARTURES.

All arrivals and departures will be shown. The actual day of arrival/departure will be the date that the strength of the Unit of is effected.

(c) ATTACHMENT.

An extract from Orders which effect personnel of other units will be sent to the unit concerned.

(d) (e)....

(d) (e) PROMOTION AND REDUCTION IN RANK/APPOINTMENT.

The establishment of a unit cannot be exceeded. When a vacancy occurs it can only be filled from the day after the appointment is vacated.

(f) FINES AND DEDUCTIONS.

Details of the offence and the authority under which punishment , fines and deductions are made must be quoted.

Losss of pay caused through self-inflicted injury or diseases caused wilfully or by imprudence entails loss of pay upon conviction for an offence under I.A.A. The nature of the 'injury or disease' will not be stated in Pt. II Orders.

(g) ISSUES OF CLOTHING ON PAYMENT.

When cost of replacement is ordered against an individual or collectively against a unit, the reason for the recovery and the amount will be shown.

(h) LOSS OF COMMAND PAY THROUGH ADMITTANCE TO HOSPITAL.

The date that an individual ceased to draw Command Pay will be shown. This date varies according to the appointment of the individual and instructions are issued under separate cover on this subject.

Continued on next page.....

SJD/-

ANNEXURE II.

STATE OF UNIT DATED (to be rendered as at the last Saturday of each month).

	Arrivals during month	Actual strength of unit.)	Strength in Camp	In Camp Hospital	In Military/ Civil Hospital .	Absconders during month.
CIVIL COMMANDER.						
2ND-IN-COMMAND.						
MEDICAL OFFICER.						
SUPERVISORS.						
ASSTT. SUPERVISORS.						
UNIT WRITER .						
COMPOUNDER.						
NURSING ORDERLIES.						
POLICE/CHOWKIDARS.						
LABOURERS.						
SWEEPERS.						
TOTAL.						

ANNEXURE III.

STAFF FOR A RECORD OFFICE.	Pay excluding D.A.
1. Record Officer, i.e. O.C.Record.	Rs. 200-500 according to qualifica--tions
1 Asstt. Record Officer, when Units exceed 10	Rs. 200-300 -do-
1 Supervisor or Accountant for every two units or less.	Rs. 100-10-150.
2. Clerks per Unit for family allotments.	Rs. 60-4-72.
2. Clerks per Unit for pay accounting.	Rs. 60-4-72.
& 1 Peon per 2 Units.	Local nerrick rates.

NOTE ---WHEN PERSONNEL ARE TRANSFERRED FROM OTHER PROVINCIAL/STATE DEPARTMENTS THE RATE OF PAY WHICH IS MORE ADVANTAGEOUS WILL BE ADMISSIBLE.

Equipments.

Typewriter.	One per 2 Units.
Furniture.	Rs. 50 per clerk/Acct/Officer.
Stationery.	As required from Provincial Sources.

Office accommodation to be provided by Provincial Government.

SJD/-

ANNEXURE V.

PROCEDURE FOR PAYMENT OF FAMILY ALLOTMENTS.

1. Action at the Army Collecting Centre on formation of Unit.

Family Allotment From, I.A.F. F-1000 will be prepared in duplicate at the Labour Supply Depot for each Unit. It will be sent to the Army Collecting Centre with the last Coy where any further additions will be made. Forms will be countersigned by the O.C. Unit and disposed of as follows:-

(a) The original will be sent to the Record Office.

(b) Duplicate retained by the Unit.

2. Personnel should be encouraged to make maximum possible allotment and to nominate their wife or next of kin.

Allotment will be in even Rupees.

No alternations of allotments will be permitted until after the third full month, th~~erefore~~ after alterations may be made quarterly. The O.C. [illegible] make

⊗ O.C. Unit will enter and countersign the new allotment in the individual's Record of Service Book stating the month from which the deductions will be made.

Record Officer will arrange for 70 money orders for each unit to be despatched daily, thus completing the despatch of all family allotments by the end of the month - the family allotments may be paid to allotees in cash for those who live near~~ly~~. by.

(b) On the date of despatch of the money order the amount will be debited to the man's account.

(c) When all money orders have been despatched confirmation will be sent to the Unit.

(d) A separate money order register for watching and recording the acknowledgment for all

all remittances sent by Money Order and a further register to show the undisbursed accounts refunded by the Post Office and. their. disposal will be maintained by the Record. Office.

(e) If six weeks after despatch of M.Os., acknowledgments are still outstanding or returned unpaid, a list of such cases will sent to Unit. Unit then issue any. instructions necessary for disposal of the amount (See Annexure VI).

ANNEXURE.A/1.

MONEY ORDERS FORM NO. P.C.I.U. DESPATCHED BY RECORD OFFICE.

against ~~the ment~~ the months stated for which M.O. acknowledgements have NOT been received or Payment has NOT been made.

Month despatched.	No. of labourer.	Name.	Amount of family allotment.	Reason for non-payment.	Action taken by Record Office.
				*Receipt not received in Record Office.	Post Office requested to make enquiries.
				*Address incorrect.	*Individual's account has been recredited with the amount.

Sd/- *********
i/c Record Office.

On receipt of this O.C. Unit will inform the individual concerned and fresh allotment if necessary should be made out.

* Specimen entries.

SJD/-

(Draft) Minutes of the Fifth meeting of the Executive Sub-Committee of the Provincial Labour Supply Committee held in the Secretariat, Bombay, at 12 Noon on Friday the 23rd February 1945.

Present:-

Chairman - Sir Charles Bristow, C.I.E.,I.C.S., Advisor (Home) to H.E. the Governor.

Members - W.H.E.Garrod, Esq., I.S.E., Chief Engineer and Secretary to Government P.W.D.

Id/-
2/7/X5

Lt. Col. E. R. Davies, for Col. A. E. Armitage, Deputy Chief Engineer, 108 L. of C. Area.

Lt. Col. G. C. Marsh, A.Q.M.G., 108 L. of C. Area.

Major K. A. Fearnside-Speed, D.A.D.P. & L., 108 L. of C. Area.

Rao Saheb J. V. Muzumdar, B.A.,Secretary.

Mr. Muhammed Shariff Khan Haniffkhan, B.A., I. P., District Superintendent of Police, Thana and Executive Officer of the Provincial Labour Supply Committee also attended by invitation.

2. (Agenda Item No;1).

Standardization of wages.

Report of the Sub-Committee appointed by the Regional Labour Supply Committee, Bombay Suburban District , for consideration of the question of standardization of wage rates, states as under :-

" The members of the sub-committee met in the office of Mr. A. N. Chinoy, Bombay Garage, Santacruz, on Tuesday of the ~~16~~ 16th Instant at 11a.m. The above question was discussed on the lines suggested by the Government of India letter No. LMP 2-858, dated 27th October 1944 and the directive letter issued by the Provincial Labour Supply Committee. The figures and the details mainly considered were those from 'A' Forms received by the Regional Labour Supply Committee, those collected by Mr. A.N.Chinoy, from certain important employers in the Suburban District and those furnished by Mr. A.S.Asayekar as regards the central .....

central undertakings in the Bombay City and Suburbs. The Sub-Committee was assisted by Major Macpherson and Captain Newson, both of the O.I.T.D., Kandivlee,. The Minimum Standards of Conditions of Service and the prevailing cost of living was also kept in view. The final proposals based on the above mentioned data are as under :-

(1) Basic wages (exclusive of all allowance etc)

For duration of the War.

(i) Man ..... Minimum 0-10-0 Maximum 1-4-0.

(ii) Woman..... " 0- 8-0 " 1-0-0

After the War

(i) Men Minimum 0-10-0 Maximum 1-0-0

(ii) Women " 0-8-0 " 0-12-0

Employment of children is not recommended.

(2) (ii) Deafness allowance:- The minimum Dearness Allowance is to be 60% of the Bombay Millowners' Association ~~S.M.~~ Scale.

(i) and (iii) Monetary values of arduousness of work and imported labour allowance depend entirely on the nature and the site of work .

(3) Grain concession:- Grain should be supplied at e controlled rates to the workers and their immediate dependents. A woman whose husband is also employed will draw only her own ration.

Free Medical Aid to be given to the serving personnel on the premises only.

Most of the labour lives in Bombay. So, housing accommodation is not essential in the Suburban District."

Letter from the Collector and Chairman, Regional Labour Supply Committee, Bombay Suburban District,No. W.A.R. 81-3.C., dated 1st February 1945:-

" I have to state that my committee is of the opinion that the sub-committee's report on the above question, as forwarded to you vide this office endorsement No. W.A.R. 81.2, dated 19th January 1945.....

January 1945, be approvddw2 with the following reservation for Railway labour viz:-

> that the permanent employees of the Railways may be governed by the rules of the Railway Board as regards dearness allowance and the grain concession.

2.As regards the proposal of Lt. Col. Foox, the C.O.O., O.I.T.D., Kandivlee, my committee recommends payment of Rs. 16/- p.m. as the dearness allowance beyond Andheri until the standandized wage rates proposed by my committee are adopted."

Regarding the scale of dearness allowance laid down by the Bombay Millowners' Association the Commissioner of Labour ~~X~~ states as under :-

" Reference your letter No. L.S.C. 48(2)/2208, dated the 7th February 1945, I enclose herewith a statement showing the dearness allowance payable to ~~cot~~ cotton mill workers in Bombay according to the Bombay Millowners' Assooiation's scale. As recommended by the Rangnekar Board of Conciliation dearness allowance at a flat rate of 2 annas per day of attendance was given for variations in the Bombay Working Class Cost of Living Indix Numbers between 105 and 123.

The proposals of the Regional Labour Supply Committee, Bombay Suburban District were discussed and it was observed that there was no point in fixing separate minima and maxima for basic wages for the Post-War period.

Regarding the Minima and Maxima of Basic wages recommended for men and women for the duration of the war, it was considered that it was quite logical to fix the D.A. to be paid in addition, on the basis of the Millowners' Association scale, though mill labour is mostly skilled. But as it was understood that the rate of D.A. at Rs. 16/- p.m. (which is recommended by Lt. Col. Foox), is being paid at present and as it is less than

~~the~~ the.....

the rate worked out on the basis of 60% of the Millowners' Association scale (which would be approximately Rs .21), the Executive Sub-Committee considered that the D.A. at the rate of Rs . 16/- per month should be an adequate maximum and should be approved.

The basic wages recommended by the Bombay Suburban District Committee were accepted with the addition of D.A. as above.

The recommendation of the Bombay Suburban District Committee for fixing a minimum D.A. was not understood, as only a maximum is required.

Regarding the reservation recommended by the Bombay Suburban District Committee for Railway labour , it was observed that the proper course was for the Railways to fall into line with other employers in accepting the standardized wage rates laid down by the Provincial Labour Supply Committee,. If, however, they fix up their scales independently, the Provincial Labour Supply Committee cannot help it and the Government of India is responsible for enforcing the standard rates on all India Departments.

It should, however, be made clear in all cases that the standard wage rates laid down by the Provincial Labour Supply Committee are not meant to affect wage rates paid to labour already in employ but that they apply to New labour only.

3. (Agenda Item No. 2.)

Revised Labour Rates Schedule.

For the following categories of Unskilled Labour the rates shown against them in the areas mentioned have been proposed by the D.C.E., 108 L. of C. Area. :-

S.N.	Description.		Bombay City	Bombay out Stations.
1.	Bhisty (with Mussock).	From	1-8	1-8
		To	1-12	2-8
2.	Chowkidar.	From	0-12	0-12
		To	2-0	1-8

SJD/-

S.N.	Description.		Bombay City	Bombay out Stations.
3.	Cooly Man.	From	0-10	0-10
		To	1-10	1-12
4.	Cooly Woman, Boy or Girl.	From	0-8	0-8
		To	1-2	1-4
5.	Sweeper.	From	0-12	0-12
		To	1-12	1-4

Regarding Bombay City, Please see para 16 b below.

Regarding the Bombay outstations, the Regional Labour Supply Committee, Bombay Suburban District says as under : -

" The above schedule was placed before my committee's meeting held on 12th January 1945 and the committee's opinion was given in Item No. 4(b)* of the minutes. The approval rates will be those embodied in my committee's proposals on standardization of wage rates."

*Para 4(b)of the Regional Committee's minutes referred to runs as under:-

" A copy of a letter from D.C.E., 108 L. of C. Area and P.L.S.C. endorsement No. L.S.C. 15/1963, dated 9th January 1945 quoting the revised rates for unskilled labour was read. The memebers were of the opinion that the minimum wage rates shown therein were extremely low, and that no unskilled labour would be available on those rates in Bombay Suburbann District."

Regarding the remark of the Bombay Suburban District Committee thath the minimum wage rates proposed by the D.C.E. 108 L. of C. Area for the Bombay Outstations is extremely low and no unskilled labour would be available on these rates in the Bombay Subburban District, it was held that the fact that the mimimum rate would not attract labour at the present time of high wages was immaterial , so long as the attractive rate came within the range provided between the mimimum and the maximum which was not to be exceeded.

The..

The executive Sub-Committee noticed that the Bombay Suburban District Committee had not recommended any scales for the other categories named by the D.C.

E. It was accordingly decided that the Committee should be asked to submit their proposals as early as possible for those categories.

4. (Agenda Item No. 3.

Standard wage rates.
Enforcement of - in the area of the Regional Labour Supply Committee, Poona.

Letter from the Collector and Chairman, Regional Labour Supply Committee Poona, No. RLSC/Wage Rate/3, dated 6th February 1945:-

" Now that the Executive Committee of the Provincial Labour Supply Committee in para 20 of the minutes of their meeting held on 19th January 1945 have approved of the basic and maximum wage rates of unskilled labour proposed for the Poona Area, the question arises as to whether they are to be enforced. Attention is invited to the views expressed in paras-1 and 2 of Government of India's letter No. LMP 2-858, dated 27th October 1944 and para 21 clause (d) of the minutes of the meeting of the Provincial Labour Supply Committee held on 8th December 1944." In this connection, I may also draw your attention to the fact that the Regional Labour Supply Committee has repeatedly emphasised that the enforcement of these rates would not only be extremely difficult but positively dangerous in the absence of adequate measures taken to remedy the general labour shortage by sufficient import of labour from outside. Could you, therefore, kindly place before the Provincial Labour Supply Committee the specific question whether the proposed rates should be enforced forthwith in the Poona region ?"

The decision arrived at by the Executive Sub-Committee in its last meeting held on 19th January 1945 was as under:-

S.J.D.

" The rates fixed by the Regional Labour Supply Committee when approved by the Provincial Labour Supply Committee will be binding on Government and Military employers i.e. on the majority of employers. As the Govt. of India have agreed to enforce these rates on all Defence Services, this only leaves private employers uncontrolled,. If there is no room for competition between Govt. and Defence Service Employers, the field of competition will be very much reduced. Power to control private employers rests on the decision of the Government of India.

' Imported Labour ' will be employed at the rates fixed . The question whether such labour is obtained or not, does not alter the situation stated in the previous paragraph."

After discussion, it was decided to make it clear to the Poona committee as well as to all other Regional Committees, that the standard wage rates approved by the P.L.S.C. , are not to be forced on the labour already working. They are meant to apply only to New labour.

In fact, as soon as standardized wage rates have been approved by the P.L.S.C. and communicated to the R.L.S.Committees, the latter should notify the approved rates to all the Government and Defence Service employers so that they can enforce them on all new works (including contractor's labour) so as to cover all new labour employed thereafter.

5. Agenda Item No. 4.

Establishment for Provincial and Regional Labour Supply Committees- Continuance of-

The existing sanction for the Establishment of the Provincial Labour Supply Committee and the seven Regional Labour Supply Committees set up in this Province as well as the Labour Supply Depot is due to expire at the end of February 1945.

The Executive Sub-Committee decided that the existing..

existing sanction for all the committees as well as the Labour Supply Depot should be renewed for another year or the duration of the War, whichever is the earlier.

6. Agenda Item No. 5.

Supervisory Staff - Engagement of extra-

Letter from the Superintendent, Labour Supply Depot, Thana, No1 469, dated 13th February 1945:-

"I shall thank you to instruct me whether it is advisable to recruit the supervisory staff in excess of the requirements of the three units to be organized by us.

The supervisory staff so far recruited satisfies the exact requirements of the three units in view.

We have, at present, 10 supervisors in this Depot who have, as yet, not undergone training at Dehu Rodd., Since a batch of 20 at a time should be sent for training, as per verbal instructions from Major Speed who had come here last Tuesday, I would request you to advise me whether I should start recruiting in excess of our present strength, and, if so, to what limit?

Early orders are solicited to enable me to recruit the staff of the right type."

The Government of India, in their Department of Labour Letter No. PCLU 35, dated 10-1-1945, authorise the engagement of a pool of 20 extra labourers in addition to the usual strength of a Unit. It is not clear from these orders, that such a pool is permissible for the supervisory personnel and if so, up to what limit. Some extra supervisory staff seems necessary for replacements, etc.

The present sanctioned strength stands at 50 for the 3 Units and the Depot as under:-

	Per Unit	Total for 3 Units	Depot	Total.

SJD/-

Continued on next page... .

	Per Unit	Total for 3 Units	Depot	Total.
Supervisors.	6	18	2	20
Asstt. Supervisors.	10	30	-"	30

50

It was decided that 10 additional Assistant Supervisors should be taken on to serve as a pool to meet deficiencies, on account of desertions, promotions etc. The Govt. of India should be informed of the requirements and their approval obtained.

7. Agenda Item No. 6.

Sweepers - Recruitment of -

Letter from the Unit Commander, First Bombay Civil Labour Unit (Home Service) No. 0054, dated 13th February 1945 to the Supdt. Labour Supply Depot, Thana.

I am to remind you that at present I have 1(one) sweeper per company instead of the authorised 2 sweepers per company.

I have two camps to clean, both of which are in a military area.

It is not possible for me to carry out the sanitation orders of the army medical authorities efficiently. The responsibility will not be mine but yours if the camps are adversely reported on."

Efforts made to secure sweepers from as far as Cochin and Travancore have not been successful, and so also the enquiries made in Belguam, Poona and Gujarat were ineffectual. The Executive Officer of the D.L.S.C. (District Superintendent of Police, Thana) was requested to contact the Municipal Commissioner for the City of Bombay with a view to see if any sweepers could be secured to meet the requirements.

8. Agenda Item No. 7.

Labour Recruits under Medical treatment and observation at the Labour

Supply.....

Supply-Depot, Thana --Period of-----

detention for -

----------Letter-from-Superintendent, Labour-Supply-Depot, Thana, No. L.S.D. 429, dated 7th February 1945:-

"-A number of recruits have been rejected of late on medical grounds by the Army Collecting Centre, and we have, at present, 19 such recruits with us.

No doubt they are to be kept under observation for some time ~~and~~ and their services utilized ~~therefore~~ thereafter. But nowhere, however, has ~~been~~ the period, during which they should be so kept, been laid down. Under the circumstances, I shall be much obliged if definite rules and the procedure to be followed in such cases along with the number of days during which the rejects will be kept under observation etc., are laid down for my guidance and information.

For your information, it may be stated here, that I propose to retain ~~4~~ 4 of these 19 rejects for the jobs to which they will be found fit. "

The period of such detention in each individual case will be depend on the condition of each patient (i.e. labourer) and so, it is difficult to ~~l~~ lay down a general rule specifying the period of detention for <u>all</u> cases. So, it will have to be left to the discretion of the Medical Officer at the spot, subject to a maximum period of observation and treatment at the Depot Hospital, as may be fixed by the Executive Sub--Committee.

It was decided that the Medical Officer should be allowed to keep such cases upto 10 days under observation. He must then deeide whether a cure is possible in the next 21 days. If he sees no such possibility at the end of the preliminary period of 10 days, the man should be discharged at once.

9. <u>Agenda Item No.8.</u>

Travelling .....

Travelling Allowance to Labour recruits when travelling by road.

Letter from Deputy Recruiting Officer, Poona, Thana No. PA 1052 dated 5th February 1945:-

" At the Committee Meeting held last Friday (2-2-45) I pointed out that the C.M.A. has been objecting to the ~~payment~~ payment by A.R.Os. of travelling allowance to recruits moving by road. Sir Charles B Bristow agreed to authorise such payments: It is now requested that this authority be worded to cover C.M. A.'s objections since 1st October 1944."

The proposal to allow Travelling Allowance to recruits for ~~per~~ journeys performed by road being reasonable, Government in the Political and Services Department were requested to frame a suitable ruling on the basis of T.A. for road journeys allowed to Inferior Establishments in the B.C.S. Rules. The ~~fo~~ following rule proposed by the P.& S.Deptt., after consultation with the Finance Department, was approved by the Executive Sub-Committee for introduction with retrospective effect as recommended by the D.R.O.:-

" Recruits to the P.C.L.Units may be allowed T.A. for journeys at the rate admissible under ~~the~~ the B.C.S.Rules for journeys by road to Govt. Servants of the fourth grade."

10. Agenda Item No. 9.

Vaccination and inoculation of Unskilled Labour Measures regarding -

The Director of Public Health states as under:-

" Reference is invited to para 3 of this office letter No. 263(1)-14927-B, dated 23rd October 1944, in which I have stated that mere advise to the contractors and persuasion would not be of any avail and that it is necessary to enforce vaccination and inoculation of the labour by enforcing the measure at each labour camp and by making the contractor responsible for carrying out the measure.

2.....

2. I would also invite reference to para 2 of my letter No. 244-1433-B, dated ~~23rd October 1944,~~ ~~in which I have stated that~~ 7th March 19 4, in which I part the labour camps play in the spread of epidemics. As soon as have explained the dangerous an out-break of a disease occurs in a labour camp, the tendency of the labourers is to run away, thus spreading the infection wherever they go. The labourers often run away before there is any time to protect them by inoculation or vaccination. I had, therefore, suggested that every labourer who is admitted on the works should be inoculated against cholera every six months and vaccinated against smallpox at the beginning of the smallpox season e.g., November or December every year. Plague inoculation will be necessary only in those areas where plague infection may be prevalent.

3. Inoculation and vaccination can be indirectly enforced by refusing employment to those labourers who are unwilling to undergo the operation.

I consider that a sub-rule for ~~this~~ this purpose may be added under Rule 14 (Health and Medical arrangement for) of the Standard Rules sent to this office under Government, General Department, endorsement, No. 5404/33-A, dated 8th December 1944. It may be on the following lines:-

'The Principal employer shall be responsible for arranging to inoculate ~~against~~ against cholera every labourer on employment (unless he is already inculated within previous six months) and every six months thereafter as long as the work lasts. He shall also be responsible to arrange to vaccinate or revaccinate against smallpox every labourer in his employment once a year in November or December as long as the work lasts. In case there is any plague infection in the District from which the labourers are recruited the principal employer shall be responsible to arrange to inoculate against plague all labourers in his employ unless they are already inoculated within previous six months and to reinoculate them every six months till the work lasts... SJD/-

lasts, if the plague infection in the District continues or labour is continuously imported from plague infected areas. A certificate of inoculation or vaccination, as the case may be, shall be given to each labourer undergoing the operations and no labourer who refuses to undergo the operation shall be entertained on the work."

At present, vaccination as well as inoculation against cholera is always done at the L.S. Deptt. Depot before despatching labour to the Army Collecting Centre.

The proposal of the Director of Public Health is of a general nature, applicable all over the Province, so far as contractors' labour and labour camps are concerned.

The Executive Sub-Committee decided that the proposal is one for the consideration and decision of the Provincial Labour Supply Committee.

11. Agenda Item No. 10.

Record Office organization for Bombay Civil Labour Unit (H.S.)

Letter from the Government of India, Deptt. of Labour No. L-MP 58(7), dated 23rd January 1945 (copy attached).

This scheme (which is still awaiting the approval of the Governor General in Council), supersedes pro tanto the orders issued in Government of India, Department of labour, Circular No. PCLU 13, dated 14th September 1944.

Telegram from the Government of India, No. L-MP 58(10) , dated 21st February 1945:-

"Your telegram of seventeenth (stop) .The pay is between two hundred and five hundred according to qualifications (stop) Initial appointment should be on rupees two hundred fixed and if at a later date it is considered that an increase is necessary

Labour Department should be asked for approval (stop) The question of grant of Gazetted status to Record Officers is still under consideration."

The subjoined statement shows the staff now sanctioned, side by side with that sanctioned in the Government of India Circular of 14th September 1944.

Under Govt. of India, Deptt. of Labour Cir. PCLU 13, dated 14-9-44.		Under Scheme received with Govt. of India letter No. L-MP 58(7), dated 23-1-45.
Record Officer Rs. 200-20-300.	Staff for Record Office.	Pay excluding D.A.
Record Clerks. Rs. 60-5-80. @ the rate of one per unit.	1. Record Officer i.e. O.C. Record.	Rs. 200-500 according to qualifications.
	1. Asstt. Record Officer, when Units exceed 10.	Rs. 200-300 -do-
	1. Supervisor or Accountant for every two units or less.	Rs. 100-10-150.
	2. Clerks per Unit. for family allotments.	Rs. 60-4-72.
	2. Clerks per Unit for pay accounting.	Rs. 60-4-72.
	1. Peon per 2 Units.	Local merrick rates.

It was decided that as the response to the recent Advertisement about Record Officer's post was not satisfactory a fresh advertisement should be published, giving only the minimum pay of the post viz. Rs. 200 and stating that a higher pay for an individual possessing Superior qualifications and experience will be considered after trial.

As regards the clerical appointments, those already appointed as Record Clerks on Rs. 60-5-80 in accordance with the Govt. of India, Deptt. of Labour Cir. No. PCLU 13, dated 14-9-44. should be allowed..... SJD/-

allowed to continue in that scale, the new reduced scale of Rs. 60-4-72 being applied to new appointees.

12. Agenda Item No.11.

Appointments of Superintendent, Labour Supply Depot, Thana.

Mr. C. Scutt, having resigned, Mr. R.S. Ghogale, Unit Commander, Bombay Civil Labour Unit (Home Service) has been appointed Superintendent, Labour Supply Depot, Thana, as a temporary measure. There are 3 Unit Commanders for the 3 Bombay Civil Labour Units. The first Unit is still in the process of formation. The recruitment for the second Unit is likely to be started during the next month. The question, therefore, of filling up the post of the Superintendent by a substantive holder, will have to be taken up next month.

Captain P.R. Wade's letter dated 13-2-45 and subsequent application for the post of Superin-tendent, it is open to him to do so., but this appointment if made as Superintendent, L.S.Depot, Thana, can only be as a temporary measure and upto 1-4-45 only.

13. Agenda Item No. 12.

Resignation of Mr. K.B. Shinde, Assistant Supervisor.

Letter from Unit Commander, First Bombay Civil Labour Unit, (Home Service) No. 0043, dated 6-2-45, forwards a letter ~~that~~ of resignation from Assistant Supervisor Mr. K.B.Shinde and states that he found it on his table on the morning of 6-2-45 and on enquiry, learn that the Assistant Supervisor had left the camp the previsous evening (i.e. without permission of the Unit Commander). The reason for resignation is given as being due to the upgrading of ~~the~~ another Assistant Supervisor to the Supervisor's grade.

Mr. Shinde's action in leaving the

... camp...

camp without permission is considered by the Unit Commander as desertion.

The subordinate in his subsequent letter dated 13-2-45 explains with regret the circumstances in which he left the camp and requests that he may be excused for his hasty action and that he may be allowed to resume his duties.

The Superintendent, Labour Supply Depot, Thana, forwards the Subordinate's letter and remarks as under:-

"Mr. Shinde was sent along with a batch of 50 labourers on 31-1-45, as Assistant Supervisor. It is not known what exactly happened at Dehu. It appears rather premature on Mr. Shinde's part to have resigned. It is difficult to decide seniority when all of them were recruited at nearly one and the same time. I would, however, suggest that promotions or otherwise could have waited till the whole Unit was complete. When Mr. Shinde was here on Tuesday the 6th, he was advised to reconsider and join, by Major Speed. It is recommended that he may this time be excused and allowed to join, the intervening period being considered as extraordinary leave without allowances."

The Executive Sub-Committee decided to accept the recommendation of the Superintendent, Labour Supply Depot, Thana to allow Mr. Shinde to continue but he should be placed under another Unit Commander, the intervening period from the date of his leaving the Camp of the First Unit to the date of his rejoining the Depot after receipt of these orders, being treated as extraordinary leave without allowances as proposed by the Superintendent.

During discussion on this item, it was remarked that the P.L.S.C. is not concerned with any disciplinary lapses on the part of the Unit personnel

... at the...

at the A.C.C., as the Committee cannot take action until the person concerned is sent back to the Depot.

14. Bombay Civil Labour Units (Home Service).

The subjoined statements showing the figures of recruitment were placed on the table.

Statement showing figures of recruitment of unskilled labour etc. at the Labour Supply Depot and for the First Bombay Civil Labour Unit (Home Service) as on the morning of Friday the 23rd February 1945.

Depot.		Bombay Civil Labour Unit	
		At the Depot	At the A.C.C.
uperintendent.	1.	Unit Commander 1	1.
Medical Officer	1.	Medical Officer 1	1.
Asst. Supdt.	1.	2nds-in-Command 2	1.
Head-clerk-Cum-Acctt.	1.	Supervisors. 4	4.
General Clerk	1.	Asst. Supervisors: 29	10.
Typist	1.		2/
Supervisor	1.	Storemen-clerk -	2.
Asst. Supervisor.	1.	Labourers. 140	643.
Compounder	1.	Nursing Orderlies: 6	6.
Store-Keeper.	1.	Coumpounder -	1.
Chowkidars.	6.	Record-Clerk 1	-.
Hamals.	10.	Chowkidars. 8	13.
Cooks.	2.	Sweepers. -	3-.
Driver.	1.		
Sweepers.	3.		

Latest Weekly 'Intake' of Unskilled Labour at the Labour Supply Depot, Thana.

For week ending.	Labour taken on during the week.	Source of supply i.e. (a) The particular recruiting Centre. (b) Other sources.	No. of the Bombay Civil Labour Unit (H.S.) for which the recruits have been taken on.	Total Number of labour in the Unit referred to in Col .4 up-to-date.	Remarks.

Continued

1	2	3	4	5	6
SUNDAY 18-2-45	96 including	Bombay 45 Poona 41 R.C.C. 8. J.J.Hospl Self 1	No.1(HS)	580	Deserters Bombay 4 Poona 2 R.C.C. 2 Rejected Bombay 6 Poona 2 R.C.C. 1 Unwilling to work. Bombay 2

These were read . It was decided that in subsequent meetings the 'Intake' statements for atleast 3 previous weeks should be placed on the table along with that of the latest week so as to enable the rise and fall, if any, of the figure of recruitment being noted

15. Agenda Item No. 14.

Date for the next meeting of the Executive Sub-Committee of the P.L.S.C.

It was decided that this date be left over to be fixed at next meeting of the P.L.S.C. on the 23rd March 1945.

16. Extra Item No.1.

Minutes of the meeting of the Regional Labour Supply Committee, Bombay City held on 7-2-45

Regarding standardization of wage rates, the minutes states as under:-

"For Bombay City, the following wage rates be recommended for adoption, so long as the cost of living index number did not drop below 235.

(I)Duration of War.	Minimum	Maximum
(1) Cooly (male)	As. 12/-	Rs. 1/8 or " 2/- including D.A.
(ii)Colly (female)	" 8/-	" 1/8 "

In.... SJD/-

In addition overtime rates should be paid according to the provisions of the Factory Act. They did not approve of juvenile labour.

(II) Post War:- The same basic wages are suggestdd as for the duration of War; cost of living variations to the-be adjusted by alterations in dearness allowance; and after conditions become stable, the-b basic wages and the dearness allowance then paid, if any, should be amalgamated."

Para 4 Ibid:- Schedule of rates proposed by the D.C.E. 10ð L . of C. Area.

" Rates proposed for unskilled labour by the D.C.E. The Committee decided to adhere to the above recommendations, and suggested amendments therein as follows:-

		From	To
1. Bhisty (includ D.A.)	Rs.	1/12	1/14
2. Chowkidar	"	1/8	2/-
3. Cooly (male)"	"	1/8	2/-
4. Cooly (female)	"	1/4	1/8
5. Sweeper	"	1/4	1/8

The Committee contended that difficulty would be experienced in the enforcement of these rates, unless Provincial and Regional Committees were armed with adequate legal powers."

It was decided to point out to the R.L.S.C., Bombay City, that standard wage rates for the B.S.D. (including D.A.) have been recommended as under for the duration of the War.

	Minimum	Maximum
Man	0-10-0	1-4-0
Woman	0- 8-0	1-0-0

The Executive Sub-Committee considered that it would be convenient to have common minimum and maximum rates for both the areas (viz) Bombay City and Bombay Suburban District) with difference in D.A. as may be necessary. The Bombay City Committee should

be .....

be asked to reconsidered their recommendations in the light of the above remark and submit their proposals accordingly to he the P.L.S.C.

As already stated in para. 2 supra, it is no use fixing different maxima rates for Post War-period.

As regards the revised Schedule of rates ... porposed for certain categories of labour by the D.C.-E., 108 L. of C. Area, for the Bombay City, it was observed that these will have to conform to the revised proposals regarding standard wage rates as called for above.

17. Extra Item No. 2.

Free Rations and accommodation for staff of the Labour Supply Depot, Thana.

Letter from the Government of India, Department of Labour No. LMP III(8), dated 16th February 1945.

- "Reference your letter No. L.S.C. 32(5)/1692, ~~I am directed~~ dated the 22nd December 1944 on the above mentioned subject, I am directed to say that as laid down in Instruction VII(b) of the Instructions appended to this Department letter No. L.R. 91, dated the 10th April 1944, only workers and supervising staff below the rank of Group Commanders are entitled to free rations. The Labour Supply Depot Staff is not entitled to free rations. The main object is to maintain uniformity at all Depots and threfore relaxation of rules in this respect cannot be allowed and the original instructions on the subject must stand. Moreover, the proposal, if accepted, is likely to have repercussions on other Labour Supply Depots.

In the circumstances, the Government of India regret that ~~they~~ they cannot agreed to the grant of free rations to the Labour Supply Depot Staff.

I am also to inform you that only the personnel of Labour Units are entitled to free accommodation, and if any member of the Depot staff is required

~~for~~ ..... to..... SJD/-

to reside at the Labour Supply Depot premises, rent should be recovered from him in accordance with Government rules."

It was the unanimous opinion that the decision of the Govt. of India if enforced, would break up the Depot organization. There have already been great difficulties in raising the Depot staff and the Units and the present orders will only add to them. It was, accordingly, decided that the position should be fully Explained to the Govt. of India, pointing out the necessity of placing the Depot Staff in the same conditions as allowed to the Unit personnel.

Differential treatment between Depots in different Provinces might be undesirable but between similar grades of persons in the same depot would make the depot unworkable. The conditions of the Depot near Thana are peculiar in that it is not sufficiently far away from Bombay and is also at an inconvenient distance from the nearest town Thana, with the result a that considerable difficulty is experienced even at present ~~at~~ in securing suitable staff to stay at the Depot and the enforcement of the present ~~in securing~~ orders of the Govt. ~~will~~ of India will only make the position impossible.

18. Extra Item No. 3

Medical Officers.

The ~~plic~~ policy approved by the P.L.S.C. in respect of the appointments of Medical Officers is that all Medical Officers should be appointed on ~~th~~ the same terms and conditions of service so that they might be interchangeable as between the Bombay Civil Labour Units (at the Army Collecting Centre) and the Labour Supply Depot, Thana, as may be found necessary in the interests of administrative convenience.

2. Government ~~on~~ the Political and Services Department, however, point out that a separate notification in respect of the Medical Officer appointed

appointed for the Labour Supply Depot is necessary and for this purpose the name of the officer will have to be specifically mentioned in the Government Notification.

3. The P.L.S.C. has already made 2 appointments of Medical Officers, who are both appointed as Medical Officers for the Units, but one of them (Dr. Vajifdar is at the Army Collecting Centre with the First Bombay Civil Labour Unit (Home Service) and the other (Dr. Sabnis) is directed to do duty as Medical Officer at the Labour Supply Depot, Thana, until further orders, Two more Doctors have been nominated both for the Bombay Civil Labour Units one is Dr. Telang who will join as soon as relieved from the Recruiting Organization Bikaner and the other is Dr. Dalvi who is a local candidate and is being asked to report for duty immediately at Thana, where he will wait till the next unit starts.

4. To meet the requirements of Government as explained in para 2 supra, without departing from the principle of the Policy laid down by the P.L.S.C., it is proposed to agree to specify the name of one Medical Officer for the Depot, the remaining three being for the three Units, but the Medical Offider whose name will be specified as for the Depot, will be required to sign an undertaking that if required in the interests of administrative convenience he will join the Units whenever and wherever required.

On this understading, the name of Dr. Sabnis who is at present working as Medical Officer at the Depot will be communicated to Government for being notified as Medical Officer for the Depot and his agreement as proposed taken in writing.

The Executive- Sub-Committee approved of the above solution and decided that Government should be informed accordingly.

19. Extra Item No. 4.

Overtime allowance to supervisory staff at the Army Collecting Centre.

Letter from the Unit Commander, First Bombay Civil Labour (Home Service) No: 0062, dated 16th February 1945:-

" The normal working hours of the labourers at the depot is 10 hours per day on six days per week, This provides the labourers with overtime and they are satisfied with the arrangement and quite content. The supervisory staff are also on duty for the same number of hours and it is but just that an overtime scale be adopted for them.

Will you please therefore place this matter before the Committee for consideration".

The standard hours of work for a day as fixed by the Govt. of India are 8 hours. In cases where workers have to work beyond this limit, they are eligible for extra remuneration for overtime vide para III(4)(i) of the printed "Instructions for recruitment and employment etc. of 'imported' Civil ~~La~~ Labour." There seems, however, to be no such provision for the supervisory staff who have perforce to work as long as the labourers do.

In their case, the Executive Sub-Committee decided that a proposals should be submitted to the Government of India, Department of Labour, for grant of a Bonus on the analogy of the "Supervisory Bonus" provided in rule ~~(e)~~ V(b) of the Instructions referred to above. Such a Bonus should adequately cover the case of the Supervisory staff working overtime with their unit.

20. Extra Item No.5.

Wages of Cooks at the Army Collecting Centre.

Letter from the Unit Commander, First Bombay Civil Labour Unit (Home Service) No. 0063, dated 16th February 1945:-

"Company..

"Company cooks wages are on the same scale as those of the labourers but whereas the labourers draw overtime and have one day off in the week, the cooks who work as long hours with no day off in the week, receive no compensation. The matter may please be placed before the Committee and a charge pay be given as compensation.

I would suggest that Rs.5/- per month per cook or cook's assistant be considered as a charge allowance."

After discussion , it was considered that cooks, as labourers, are entitled to overtime, when they put in extra hours of duty and this extra remuneration should meet their case. It was decided that this should be pointed out to the Unit Commander.

21. Extra Item No.6.

Cooking Utensils and Stretchers for the Labour Supply Depot, Thana.

Letter from the Superintendent, Labour Supply Depot, Thana No. L.S.D. 416, dated 6th February 1945:-

" I shall thank you to secure for the Depot at least 3 sets of utensils, each sufficient to meet the cooking requirements of 50 men, since communal cooking has been emphatically encouraged by the Government of India, Labour Department.

2. The need for Stretchers in the Depot is an urgent one while dealing with casualties and I would request you to purchase at least 2 (two) stretchers to meet our immediate requirements.

I came to learn that the A.M.P. Depot at Coloba has some sets of utensils as well as stretchers with them for disposal and, if deemed necessaryk the Controller may be approached for our requirements.

3. For your information, I am thinking of starting a separate Mess for the Supervisory staff...

inasmuch as the present arrangement of all-in-one-kitchen in my opinion as the likely to breed discontent among the supervisory staff jeopardizing discipline and respect the staff commands of their position. Your advice is solicited in this matter."

Letter from the District Superintendent, of Police, Thana, and Executive Officer of the Provincial Labour Supply Committee No. 482, dated 16th February 1945.

"With reference to above I have to inform you that I made personal enquiries at the Depot and found that they have already got three sets of utensils for feeding the labourers. One set is meant for cooking food of 50 to 100 labourers., the second set for cooking food of 100 to 200 labourers and the third set for cooking food for 400 to 500 labourers. In view of this, more cooking utencils are not necessary.

2. I fully recommend the suggestion of the Depot Supdt. that there should be a separate mess for the Supervisory staff. One set of cooking utensils for this mess as per scale laid down in Annexure II to Appendix 'C' to the scheme for Provincial Civil Labour Units (H.S.) is recommended. The Superintendent will of course maintain a dead-stock register of all the articles supplied to him from time to time.

3. The Depot has not been supplied with any knives for the kitchen. These are required for cutting vegetables and other food articles. I, therefore recommend that the Supdt. may be allowed to purchase two kitchen knives for the mess meant for Supervisory staff and four for the Labourers' mess."

The Executive Sub.Committee was informed that approval has been accorded to -

(i) two stretchers for the Depot,

(ii) one additional set of small size cooking utensils for Supervisory Staff Mess.

(iii) six kitchen knives - 4 for the labourers' mess and 2 for the Supervisory staff mess.

22. Extra Item No. 7.

Resignation --.....

Resignation of Mr. S.C.Joshi,M.A.LL.B.M.L.C., Member P.L.S.C.

Letter from Mr. S. C. Joshi, dated15th 15th February 1945:-

" As you know, I have accepted thepost of the Labour Commissionerwi with the Central Government, New Delhi andcannot therefore continuemy connection with the Provincial Labour Supply Committee. I request you accordingly kindly to treat this letter as my resignation of the membership of that committee."

The resignation of Mr. Joshi was accepted a and the Chairman announced that the name of Mr. Dinkar Desai, General Secretary of the Bombay Provincial Trade Union Congress, has been suggested by the Commissioner of Labour for appointment as member of the Provincial Labour Supply Committee vice Mr. Joshi. This was accepted.

Sd/-

Secretary,

Provincial Labour Supply Committee,Bombay.

Bombay,
1st March 1945.

File No. L.S.C. 48(1).

Extra Item

Minutes of the meeting of the Regional Labour Supply Committee, Bombay City, held on 7th March 1945.

The minutes are placed on the table. The points requiring consideration are noted below.

2. Paras 2 and 3 (i) of the minutes relate to standardization of wage-rates:-

The Executive Sub-Committee of the P.L.S.C. had recommended in its last meeting held on 23rd February 1945 that standard wage rates for the Bombay Suburban District (excluding dearness allowance) have been recommended as under for the duration of the War.

	Minimum.	Maximum.	
Man.	0-10-0	1-4-0	*Exclud
Woman.	0-8-0	1-0-0	

D.A.

The Executive Sub-Committee considered that it would be convenient to have common minimum and maximum rates for both the areas (viz. Bombay City and Bombay Suburban District with difference-in dearness allowance as may be necessary.

The Regional Labour Supply Committee, Bombay City, does not accept the above view on the ground that the standards of living in the Bombay City differ from those in suburban areas. They accordingly recommend the following basic rates for Bombay City area:-

	Minimum.	
Males	0-12-0	Excluding dearness allowance of annas-/12/- in each case.
Females	0-8-0	

No maximum rates have been proposed for the War-period . Perhaps this may be pointed out to the committee and they may be asked to fix up maximum rates as well.

The standard wage rates approved by the P.L.S.C. for the Bombay Suburban District area are as given above.

The proposals of the Bombay City committee

committee are for consideration.

3. Para 3(ii) ibid relates to Post-War rates.

Perhaps, these need not be considered as already decided in the case of the Bombay Suburban District.

4. Part 3(iii) ibid relates to the Schedule of rates proposed by the D.C.E., 108 L. of C. Area:-

The subjoined statement shows the D.C.E.'s rates and those recommended by the Bombay City committee.

Category.	D.C.E.'s rates including D.A.		Bombay City Committee rates including D.A.	
	Min.	Max.	Min.	Max.
Bhisty.	1-8-0	1-12-0	1-12-0	2-4-0
Chowkidar.	0-12-0	2-0-0	1-10-0	2-2-0
Coolymale.male.	0-10-0	1-10-0	1-8-0,	2-0-0
female.	0-8-0	1-2-0	1-4-0	1-12-0
Sweeper.	0-12-0	1-12-0	1-8-0	2-0-0

The rates proposed above by the Bombay City committee are for consideration.

5. Para 4 ibid relates to the Nerrick rates proposed for daily hired labour employed by the R.I.N. The subjoined statement will explain the position:-

R.I.N., Bombay. (Victualling store Officer).	Bombay City Committee.
Same as the B.P.T. rate viz. Rs. 1-8-0 per day plus Dearness Allowance.	The committee is of the opinion that no differentiation should be made in the case of the R.I.N. labour referred to but agreed to the addition of a slight increase in the basic wage of the labour virtue of continuous work in the particular branch becomes skilled in that branch; but at the same time the committee sounds sends a note of warning as under:-

R.I.N.,Bombay (Victualling store Officer).	Bombay City Committee.

note of warning as under:-

"If departments such as the R.I.N. and the Army increased unskilled labour rates above the standard wage rates fixed by the Regional Labour Supply Committee for Bombay City, the committee feared that these would have their effect on the labour market and would defeat the object in view."

The remarks made by the Bombay City Committee are for consideration.

(Draft) Minutes of the Eighth meeting of the Provincial Labour Supply Committee, Bombay, held in the Secretariat, Bombay, at 12 Noon on Friday the 23rd March 1945.

Present.

Chairman - Sir Charles Bristow, C.I.E.,I.C.S., Adviser(Home) to H.E. the Governor.

Members - S. V. Joshi, Esq., B.A.(Cantab), for G.B.Constantine, Esq. I.C.S., Commissioner of Labour.

W. H. E. Garrod, Esq., I.S.E., Chief Engineer and Secretary to Government , P.W.D.

Col. K. A. Gosnell, A.Q.M.G., 110 L. of C. Area.

Col. A. E. Armitage, Deputy Chief Engineer, 108 L. of C. Area.

Lt. Col. A. Jardine, A.Q.M.G., 167 L. of C. Sub-Area.

Major K. A. Fearnside-Speed, D.A.D.P. & L. , 108 L. of C. Area.

Capt. Yaqub Khan, A.R.O., Bombay for Major A. F. Scott, D.R.O., Poona.

P.J. Hanly, Esq., Superintending Engineer, Western Circle. Central P.W.D.

K. C. Bakhle, Esq., Deputy Chief Engineer, 'Maintenance' G.I.P.Railway.

M. A. Dhoria, Esq., B.A.,B.E., Representative of Western India Builders' Association,Poona.

Dinkar Desai, Esq., M.A.LL.B., General Secretary, Bombay Provincial Trade Union Congress.

Miss Maniben Kara,
Representative of the Provincial Committee of the Indian Federation of Labour.

Rao Saheb J. V. Muzumdar, B. A., Secretary.

The Director of Unskilled Labour Supply , Calcutta, was representated by Mr. S. V. Joshi, who attended on behalf of the Commissioner of Labour.

The following also attended the meeting:-

Lt. Col. G. W. Holland,
A.D.P.&L., H.Q., Southern Army,

Muhammed Shariff Khan Haniffkhan, Esq.,
B.A., I.P., Executive Officer of the P.L.S.C. and District Superintendent of Police, Thana (by invitation).

A. S. Asayekar, Esq
Assistant Labour Welfare Adviser (Government of India).

Major J. R. P. Ottley,
D.A.D.P.&L., Dehu Road.

D. R. Pradhan, Esq., I.C.S., Chairman, National Service Labour Tribunal and Lt. Col. G. C. Marsh, A.Q.M.G., 108 L. of C. Area, were not present

The Chairman welcomed the new members - Messrs. Dhoria and Desai - and also, Miss Maniben Kara who attended as member for the first time.

2. (Agenda Item No.1).

Confirmation of minutes of
(a) the meeting of the P.L.S.C. held on 2-2-45 and
(b) the meeting of the Executive Sub-Committee of the P.L.S.C. held on 23-2-45.

The minutes were confirmed as no modifications or suggestions in respect thereof were received from any of the members.

3. (Agenda Item No.2).

Composition of the P.L.S.C.

Letter from the Honorary Secretary , Western India....

India Builders' Association, No. W. I.B.A./13/45, dated 24th February 1945, nominating Mr. M. A. Dhoria, B.A. B.E., of Messrs. Anand Jetha & Sons , No. 6 Mulla Road Kirkee, Poona, as their representative on the P.L.S.C. in place of Mr. E. M. Bilimoria.

Government in the Political and Services Department have notified the appointments of Messrs. Dhoria and Desaid as members of the P.L.S.C. vice Messrs E. M. Bilimoria and S. C. Joshi respectively.

(Agenda Item No. 3.).

Labour Supply Depot, Thana- Proposl to shift to a better and healthy site.

Letter from the Superintendent, Labour Supply Depot, Thana, No. L.S.D. 582, dated 1st March 1945,

Forwards with his remarks a report dated 23rd February 1945 from the Medical Officer at the Depot suggesting for the reasons explained the advisability of shifting the depot to a a better and healthy site (e.g. plot No. 16 Town planning Scheme-Ahdheri B.B.& C.I. , Railway).

The Chairman explained that a similar proposal for shifting the Labour Supply Depot to any other better and more convenient site inthe the neighbourhood of Bombay was discussed in the past and it was decided that the shifting was not possible. As the site now suggested by the Medical Officer is also not immune from Malaria and as there are no ~~builder~~ buildings available there, the porposals was not accepted. In the dis-cussion it was pointed out that the labourers recruited for the Units have to stay at the Depot for a very short time.

*Vide para 16 of the minutes of the meeting of the Executive Sub-Committee of the P.L.S.C. held on 19-1- 45.

5. (Agenda Item No.4).

Minutes of the meeting of the Regional Labour Supply Committee, Belguam, held on 14th February 1945.

The following points raised in the minutes were discussed.

Para.....

Para 2 of the minutes related to the nominat-tions of the following additional members for the Regional Labour Supply Committee, Belgaum:-

1. D. K. Gunjikar, Esq., B.Com.
   Forest Contractor, Dharwar.
2. V. R. Haldipur, Esq., B.A.,
   Forest Contractor , Karwar.
3. B. B. Khanolkar, Esq.,
   Vengurla, District Ratnagiri,

The nominations were approved.

Para 4 ibid (Deanness Allowance).

In para 10 of the minutes of the Executive Sub-Committee meeting held on 19th January 1945, It was agreed that the basic rates of wages proposed by the Regional Committee Belgaam viz:-

Rs. 0-8-0 per day for man.

Rs. 0-6-0 per day for Women and Children,

should be accepted but that the Regional Committee should decide what rate of D.A. should be fixed at the present time.

The Regional Committee has accordingly decided that annas -/8/- for men and -/6/- for women and children per day should be given as D.A. at the present time and that these figures should be reviewed from time to time.

After discussion, it was decided that these rates of D.A. should be accepted so far as labour employed as daily workers was concerned; but that in the case of labour employed on monthly *basis, D.A. should continue to be paid at the rate of Rs. 14/- per month for working 24 days in a month.

*Note:- presumed that this monthly rate is commoon to both male & female labour including children.

It was obssrved during the discussion that the expression "Maximum basic rates of wages" as used in para 2(a) of the minutes of the Belgaum Committee's meeting of 28th December 1944, was a misnomer. It should be basic rates.

Para 5 ibid refers to the practical difficul-

difficulties..... SJD/-

difficulties in the way of standard wages being enforced in the case of works sub-let by the ~~provin~~ principal contractors.

This question has already been answered in para 5 of the minutes of the P.L.S.C. meeting held on 28th September 1944. The attention of the Regional Labour Supply Committee should be drawn to this.

Para 7 ibid deals with possible attempts by employers of labour to bring skilled workmen under the category of unskilled men by using piece work system. Such attempts at circumvention were considered by the Constantine Sub-Committee referred to in para 5 of the minutes of the P.L.S.C. meeting held on 28th September 1944.

The attention of the Regional Labour Supply Committee should be invited to the decision therein arrived at.

Para 8 ibid runs as under:-

" It was further remarked that according to the directions below form A, unskilled labour includes all labour earning upto Rs. 100/- per month. It will therefore include ~~typ~~ such type of workmen as masons, carpenters etc., who are paid from Rs. 2-3 per day being really skilled workmen. NO provision is made in the Government of India instructions regarding fixing of wage rates for making any additions to basic wages on account of such skill. It is, therefore, not clear how the wages of such workmen are to be fixed. They obviously cannot be paid the rates worked out for unskilled workmen. It was decided that this point as also the points mentioned in paras 5 and 7 should be brought to the notice of the P.L.S.C. for orders."

This refers to the necessity of providing additions to basic wages in the case of skilled workmen like masons, carpenters etc. The P.L.S.C. is concerned only with unskilled labour supply problems, and the question raised by the Regional Labour Supply

Supply Committee, Belguam, is outside the purview of the P.L.S.C.

Moreover, the definition says that persons drawing over Rs. 100 per month as basic wages are not 'unskilled labour'. It does not say that all drawing less than Rs. 100 are 'unskilled'.

The Regional Committee should be informed as above.

6. (Agenda Item No. 5).

Unskilled Labour Statistics - Statutory powers for obtaining the -

Letter from the Government of India, Department of ~~Labour~~ No Labour, No. LMP-95(2), dated 24th February 1945:-

" Some Provincial Labour Supply Committees and Provincial Governments have found difficulty in obtaining statistics for the purpose of Unskilled Labour Supply Scheme and have suggested that statutory powers may be taken to require employers to furnish the information.

The Government of India agree that resort may be had to the statutory powers whenever necessary. Powers to obtain the necessary information are already available under Defence of India Rule 81(2) (e). It is suggested that Provincial Governments may either pass a general order themselves under that provision or delegate (under section 2(5) of the Defence of India Act) powers to the Labour Supply Committee(s). In the latter event the Committee would be able to issue ad hoc orders to recalcitrant employers asking them to furnish returns in the prescribed forms.

It is requested that in the interest of uniformity the forms to be prescribed should be Forms A and AA at present in use.

The P.L.S.C. decided that the Provincial Government should be advised to pass general orders themselves under the Defence of India Rule 81(2) (e),

S.D.

237-2

81(2) (e), for all employers of Unskilled Labour 8 of over a hundred.

7. (Agenda Item No.6).

(A) Supervisory posts - Necessity of recruiting elderly men for -

(B) Gang Leaders - Appointments of-

(A) Captain P. R. Wade, Unit Commander of the First Bombay Civil Labour Unit (Home Service) which is at the Army Collecting Centre at present, requested for orders on the following proposal :-

Some of the Assistant Supervisors recently appointed at the Labour Supply Depot, Thana, are too young and as such they are not able to exact obedience from the labour under their supervision. As this is mainly due to their young age, instructions be issued to the Superintendent, Labour Supply Depot, Thana, to see that in making future appointments only fairly senior i.e. elderly men should be recruited.

The Committee held that any supervisor and Assistant supervisor if not found satisfactory, can always be sent back to the Labour Supply Depot, Thana, for being replaced. Such suitable men as can be obtained will have to be employed. No action was, therefore, considered necessary on Captain Wade's suggestion.

(B) Captain Wade also suggested that appointments of Gang leaders should not be made at the Depot but that they should be left to the Unit Commander to make after actual experience of the man, as it has been his experience so far, that very few Gang Leaders appointed as such at the Labour Supply Depot are fit for the appointment and that to demote them at the work site camp causes ill feelings.

Letter No. L.S.D. 730, dated 22nd March 1945, received from the Superintendent on this proposal was read, after the following orders of the Government of India on the subject:-

*Videpara 2 of Govt. of India, Deptt. of Labour P Cir. No. 28, dated 30-10-44.

"Gang....

" Gang leaders will initially be appointed by the Labour Supply Depot, They will, however, not become eligible for gang leader's charge pay until the date of arrival in the Army Collecting Centre. A gang leader may be reverted to ordinary labourer at any time by order of Unit Commander.'

As under the above rule, it is open to demote a Gang Leader if found unfit, it was considered that no change in the existing procedure was called for.

8. (Agenda Item No.7).

Mamlatdars for assisting Recruiting Officers in recruiting unskilled labour.

Letter from Government of India, Department of Labour, No. LMP 111(8), dated 21st February 1945 to the Government of Bombay in the Political and Services Department:-

"Reference your letter No. 8409/34/174-E, dated the 8th January 1945, I am directed to inform you that the Recruiting Officer, Ahmedabad is presumably a military recruiting officer and as the Army Recruiting organization are expected to assist in recruiting for Provincial Civil Labour Units (Home Service) and that demands for all classes of personnel, other than medical are to be placed at local A.R.O. in order that they may supplement the Provincial Procurement, there is no need to attach civil labour recruiters to his staff, and that it is usual for the Labour Depot Superintendent to act as the Civil Recruiting Officer and send out Sirdars or Agents as may be required as legislated for in para VI F of the Instructions appended to this Department letter No. LR 91, dated 10th April 1944. The Government of India threfore do not see any justification for the appointment of two mamlatdars under the Recruiting Officer of Ahmedabad and are unable to accept the proposal of the Bombay Government in this respect."

A letter (No. A 1052 , dated 10-3-45) received

Vide para 23 infra.

received from Col. Mosse, Recruiting Officer, Poona, which stressed the necessity of the appointments of two Mamlatdars was also read.

After discussion, the Committee decided that the understanding contained in the latter half of the Government of India letter (regarding the use of the Sirdars or Agents under Recruiting Officers to help them in recruiting for unskilled labour) should be cleared by reporting to the Government of Bombay that no such staff has been engaged here and that accordingly, the urgent necessity of employing the two Mamlatdars for this work should be emphasised. Moreover, Mamlatdars will be more useful owing to their higher status and their knowledge and experience of local conditions and people.

9. (Agenda Item No.8).

Sweepers - Suggestion to offer attractive pay etc. to -

Letter from the Executive Officer of the Provincial Labour Supply Committee No. 482, dated 24th February 1945:-

"With reference to item No. 6 of the Agenda fixed for the meeting of the Executive Sub-Committee of the Provincial Labour Supply Committee fixed for 23rd February 1945, I have to report that I contacted the Commissioner, Bombay Municipality yesterday. He pointed out that he himself was short of sweepers and furthermore, that the terms offered by the Government were far too unfavourable when compared with Bombay to attract any sweepers from Bombay limits.

2. Government have agreed to pay sweepers employed at the Labour Supply Depot, Thana, a pay of Rs. 22/- p.m. plus D.A. of Rs. 11/- p.m. and as a special case also free rations. These sweepers when sent out to Army Collecting Centres will not be getting the same pay. They will be getting a net amount of Rs. 30/- p.m. plus rations, etc. The Bombay .....

Bombay Municipality is at present paying their sweepers at the rate of Rs. 25/- p.m. pay, a D.A. of Rs. 22/-p.mm. and free quarters and other facilities like welfare, etc. Under these circumstances it is impossible for any sweeper to leave Bombay and come to Thana to do more work under unfavourable circumstances in more or less a mosquito-ridden place some distance away from the City on a smaller salary.

3. If Government want to attract sweepers from Bombay, I would suggest that they should be approached to offer better terms than those offered by the Bombay Municipality. All my efforts to secure sweepers through Police Officers of the Gujarath Dis-trict have not been of any avail so far. I am to-day contacting the Deputy Inspector General, Western India States Agency, Rajkot to see whether they have any sweepers to spare."

After discussion, the committee came to the conclusion that it is an established fact that there is a definite shortage of sweepers everywhere. There-fore, it is not so much a case of the wages being unattractive but that the men are not available.

Mr. S. V. Joshi (who represented the Commissioner of Labour) suggested that the All India Scheduled Casts' Federation may be contacted, as it is expected that this body may be in a position to help in securing some sweepers. Mr. Joshi kindly promised to make enquiries and inform the Secretary, P.L.S.C. of the result .

After further discussion, it was decided that the grant of a ration allowance of Rs. 15/- instead of free rations, would proved attractive at the Army Collecting Centre as this class of men generally manages to get a free 'feed' anynow. This proposal should be recommended to the Government of India for their approval in the circumstances explained above.

239-240

10. (Agenda Item No.9).

Despatch of recruited labour from the Labour Supply Depot, Thana, to the Army Collecting Centre in batches.

Letter from the Superintendent, Labour Supply Depot, Thana, No. L.S.D. 426, dated 7th February 1945:-

" I have been informed by the Adjutant, 35, I.P.C. Group, 21, A.B.P.O. (India), on the Telephone Trunk-Call at 6-30 P.M. yesterday that hereafter I should make it convenient to despatch the recruited labour in a batch of 100 men to the Army Collecting Centre at Dehu Road instead of 50 suggested by you in your letter No. L.S.C. 47/2093, dated 26th January 1945.

This request might have been made by the Army Collecting Centre with a view to help them to adjust their staff with the batches of labourers to be trained by them.

I personally feel that the present arrangement of despatching the recruited labour in successive batchesof 50 should remain undisturbed especially in view of the fact that there are more chances of desertion by the labourers if the period of stay at the Depot is lengthendd unreasonably.

I may please be advised as regards the procedure to be followed henceforth in this matter."

despatching labour in batches of 50 or 100 provided the parties are properly

The Director, Unskilled Labour Supply, Calcutta, has agreed to the proper escorted and a steady flow of recruits is maintained and desertions minimised. These conditions have so far been fulfilled. The necessity of despatching men in small batches of 50 was based on the ground to reduce the chances of desertion by shortening the period of stay at ~~the~~ the Depot.

After discussion, it was decided that the existing practive should be allowed to continue.

11. (Agenda Item No.10).

Vaccination and Inoculation of Unskilled

Labour - Measures regarding.

The Director of Public Health states that, for reasons explained, a sub-rule may be added under Rule 14 (Health and Medical arrangement) of the Minimum Standards of Conditions of Service for employ--ment of Unskilled Labour (approved by the P.L.S.C.) Bombay), on the following lines:-

" The Principal employer shall be responsible for arranging to inoculate against cholera every labou--rer on employment (unless he is already inoculatted within previous six months) and every six months there--after as long as the work lasts. He shall also be responsible to arrange to vaccinate or revaccinate against smallpox every labourer in his employment once a year in November or December as long as the work lasts. In case there is any plague infection in the District or in the District from which the labourers are recruited the principal employer shall be res-ponsible to arrange to inoculate against plague all labourers in his employ unless they are already inoculated within previous six months and to reinoculate them every six months till the work lasts, if the plague infection in the District continues or labour is continuously im-ported from plague Infected areas. A certificate of inoculation or vaccination, as the case may be, shall be given to each labourer undegoing the operations and no labourer who refuses to undergo the operation shall be entertained on the work."

The proposed sub-rule is a step forward in the general policy of vaccination and inoculation and covers all labour.

So far as the labour recruited at the Labour Supply Depot, Thana, is concerned, it is always vacci--nated and inoculated (if necessary) before despatch to the Army e- Collecting Centre.

It was decided, that the Director should

be ....

be-requested to put his proposal before the joint meeting of civil and military which, it is understood, is held by 108 L. of C. Area and this meeting could discuss the possibility of implementing such a rule if made, in the case of all labour. The Director may be informed that Major K. A. Fearnside-Speed, D.A.D.P. &L., 108 L. of C. Area has kindly promised to take up the matter with his H.Q., if requested to do so by the Director.

12. (Agenda Item No. 11).

Standardisation of wages.

Letter from the Government of India, Department of Labour No. LMP 90(2), dated 23rd February 1945:-

" I am to refer to this Department's letter No. LMP 2-858, dated 27th October 1944.

The Provincial Labour Supply Committees will make recommendations in respect of standardisation of wages and it is suggested that the actual decisions on such recommendations should be taken by the Provincial Government themselves who can consider the recommendations in the light of all relevant circumstances."

The orders of the Government of India were noted. In accordance with these instructions the Provincial Government will issue orders on the decisions of the P.L.S.C. in regard to standardization of wage rates in the areas of the several Regional Labour Supply Committee.

13. (Agenda Item No. 12).

Labour Recruitment Control - Question of issuing orders under Defence of India Rules in regard to -

Government of India, Department of Labour, letter No. LMP 14/201, dated 18th January 1945:-

"I am to refer to this Department letter No. LMP 14/1 , dated 8th June 1944, in which the object of framing clause (bd) of sub-rule (2) of Defence of India Rule 81 was indicated. The immediate object of the new provision was to enable Government of issu---

to issue necessary orders in regard to labour recruitment control in the colliery areas. There orders have now been issued, vide this Department's notifications Nos. LMP 14/104-da and LMP1 14/105 dated 10th November 1944, communicated with this Department letter No. LMP 14/102 dated 10th November 1944.

The poweres under clause (bd) are wide and capable of application in other circumstances. In the exercise of powers under this rule, however, it is necessary to see evolved throughout India. In these circumstances, although powers under sub-rule (2) of Rule 81 are exercisable by the Provincial Governments, the Government of India would be glad to be consulted beforehand in case it considers it necessary to issue any aorders under clause (bd) of sub-rule (2).

I am to request that the Government of India may be informed if the Provincial Government is aggreeable to this proposal."

Government of Bombay, Political and Services Department letter No. 7889/34/1888-E, dated 5th February 1945:-

" With reference to Mr. Joshi's letter NO. LMP 14/201, dated the 16th January 1945, on the above subject, I am directed to state that the Government of Bombay is agreeable to prior consultation with the Central Government, in case it is considered necessary to issue any orders under clause (bd) of sub-rule (2) of Defence of India Rule 81."

The above letters were read and noted.

14. (Agenda Item No13).

CLOTHING - Provincial Civil Labour Units. (Home Service).

Government of India, Department of Labour letter No. PCLU Circular No. 40, dated 11th February 1945:-

" Referenee this Department Circular No. 15(H.S.) dated the 15th September 1944.

According to the Instructions for recruiting

recruiting labour at Labour Supply Depots, each recruit, on enrolment, receives one blanket and one suit of mazri.

The scheme for Provincial Civil Labour Units (Home Service) enclosed with PCLU Cir. No.-15(H.S.) dated 15th September 1944 specifies one blanket only and makes no mention of the suit of mazri. This omission is intentional as two suits of mazri are included in the scale of clothing and equipment issued at the Army Collecting Centre.

If a suit of mazri is issued to personnel of Provincial Civil Labour Units (Home Service) at the Labour Supply Depot (and it is understood to be necessary in some cases) the issue of clothing at the Army Collecting Centre will be restricted accordingly.

The suit of mazri issued at Labour Supply Depots should consist of shorts (or trousers in the case of individuals joining Units destined for malarious areas) shirt, and cap.".

The Government of India letter was noted.

15. (Agenda Item No.14).

Amenities Fund for Bombay Civil Labour Units while at the Labour Supply Depot, Thana.

Express letter from letter from the Secretary to the Government of Bombay, Political and Services Department, No. 8264/34-E, dated 5th February 1945 to the Government of India, Department of Labour:-

" D.A.D.P. &L. , points out that it would make a great difference to the Provincial Labour Units if they could have a small amenities Fund to provide games, recreations, small articles of dress etc. This would not only improved morale but health and reduce desertions. At present there are some new cases of Venereal Diseases which might have been avoided had the men had recreations in their own lines. Request Government of India to provide amnities Fund of abour Rs. 1000 per unit. There are more than 1000 men in each unit and three such units are being raised." Expres

Express letter to Government of India, Department of Labour, from Secretary to the Government of Bombay, Political and Services Department, No. 8264/34-E, dated 19th March 1945:-

" Reference express letter No. 8264/34-E, dated the 5th February 1945. Proposed Amenities Fund is meant for the Bombay Civil Labour Units before they leave the Depot for the Army Collecting Centre and not after they leave the Depot for the Army Collecting Centre or work site."

The correspondence was read and recorded.

16. (Agenda Itme No.15).

'Imported' labour - Application of the Essential Services (Maintenance) Ordinance to-

Government of India, Department of Labour, letter No. LMP 7/449, dated 29th January 1945:-

" I am directed to refer to the correspondence ending with your letter No. 157W.P.L./XVIII-WL 304/44, dated the 2nd October 1944, on the ub subject mentioned above.

2. Labour recruited in Labour Supply Depots is paid by the Crown from the date of recruitment and is, therefore, employed under the Crown within the meaning of the Essential Services(Maint-enance) Ordinance No. XI of 1941. Labour from the Depots is ordinarily sent either to military and other works run directly by the Crown or to collieries. In works directly run by the Crown, labour continues to be employed 'under the Crown' and is therefore, until discharge, subject to the Essential Services (Maintenance) Ordinance. Even when sent to collieries, it continues to be paid by Government which recovers certain charges from the colliery owners concerned. In this case also, continues in the opinion of this Government to be employed 'under the Crown' until discharge.

3. In view of the position stated above, the question of declaring any employments referred to above, under the Essential Services (Maintenance) Ordinance

Ordinance does not arise.

4. An order under section 4 of the Ordinance is now being issued so as to attract clause (c) of section 5 of the Ordinance."

A copy of the Government of India letter has been forwarded to the Superintendent, Labour Supply Depot, Thana, for information and communication to all Unit Commanders. The orders were noted.

17. (Agenda Item No. 16).

Disciplinary action - Question of giving the

X " The question 'What powers the O.C., a Provincial Civil Labour Units, has in dealing with the men under his Command', has been referred to the Judge Advocate General's Branch at this H.Q. and the following remarks have been received.

Regulations for the Army in India.

hern Army, n the meaning of the I.A.A. or R. A.I. Instruction 406 will have no power of punishment under the I.A.A.

It may be that the terms of contract to be made by the Labour will include liability to certain punishments for stated breaches of the terms of the contract; and these may be awardable at the O.C.'s discretion.'

A more detailed reply will be communicated to you on receipt of further information from G.H.Q.(I)."

The letter was noted, pending receipt of the detailed reply referred to.

18. (Agenda Item No. 17).

Conversion of Labour Units other than P.C.L. Units into P.C.L. Units (H.S.).

Government of India, Department of Labour letter No. LMP 5/593, dated 31st January 1945 communicating the decision of the Governor General in Council that all labour raised for the Army and not already organised into Provincial Civil Labour Units should hereafter be transferred into the organization of Provincial Civil Labour Units (Home Service) and giving details of the Scheme.

Government....

Government of India, Department of Labour, letter No. LMP 106(1), dated 8th February 1945 intimating that till further orders no action should be taken on that Department letter No. LMP 5/593, dated the 31st January 1945 referred to above.

The Government of India letters were recorded.

19. (Agenda Item No. 18).

Bombay Civil Labour Units(Home Service) Progress of recruitment for the -

The attached statements showing the progress of recruitment of labour etc. were read and recorded.

20 (Agenda Item No.19).

Dates of the next meetings of the Executive Sub-Committee and the P. L.S.C.

The following dates were fixed :-

Friday 13th April 1945 at 12 Noon in the Secretariat) Executive Sub-Committee of the P.L.S.C.

Friday 11th May 1945a at 12 Noon in the Secretariat) Provincial Labour Supply Committee.

Extra Itemss of Supplementary Agenda.

21. Extra Item No. 1.

Minutes of the meeting of the Regional Labour Supply Committee, Kalyan, held on 6th March 1945.

The following points raised in the minutes were discussed:-

Item 2 of the minutes - Maximum daily wage for males.- The rate of Rs. 1-4-0 was approved by the P.L.S.C. in its meeting of 2-2-45 and the Kalyan Committee acquiesces in it; but the C.R.E., Kalyan, fears that it may be found difficult to secure labour at this rate and suggests a rate of about Rs. 1-8-0 during certain busy periods. The Kalyan Committee, however, makes no comment on the proposal.

The P.L.S.C. considered that no action was necessary on the remarks of the C.R.E., Kalyan,

as in the event of the situation feared by him arising he can approach the R.L.S.C., Kalyan, for a meeting being called to discuss the question and submit its recommendation to the P.L.S.C.

Item No. 3 of the minutes - Maximum daily wage rate for women:- The P.L.S.C. asked the Kalyan committee to suggest this . The committee has accordingly decided that the rate should be Re.1/4. i.e. annas 4 less than that for a male .

The rate recommended by the Regional Labour Supply Committee was accepted.

Item No. 6. of the minutes relates to minimum wage rates for Post-War period. It has already been decided that there is no point in fixing separate minimum and maximum wage rates for the Post-War period vide paras 2 and 16 of the minutes of the Executive Sub-Committee meeting of 23rd Feburary 1945. The Regional Committee's attention should be drawn to this.

The Regional Committee was informed that the bonus mentioned in item 6 above was evidently D.A. The Chairman of the committee has replied as under:-

"The word 'bonus' in line 4 of the item (6) of the minutes of the meeting of my committee held on 6-3-45 includes D.A. but the word is advisedly used because whereas 'D.A.' is usually associated with the War and may be discontinued immediately after the close of the War, bonus will be based on the rise in the index of cost of living and may be granted with reference to any datum (e.g. August 1939) irrespective of 'dearness'."

This explanation was noted.

22. Extra Item No. 2.

Minutes of the meeting of the Regional Labour Supply Committee, Poona, held on 19th March 1945.

The following points raised in the minutes were discussed:-

(I) Para.....

(I) Para 3 (b) 1, 2 and 3 of the minutes are as under :=-

"Basic Rates :- Col. Speller, Commandant, C. P. D. Dehu, pointed out that he was at present paying his labour at As. 10-; that the application of the ~~the~~ projected basic rate of As. 12/- to all new labour would have unfortunate effects on labour at ~~pr~~ present employed at As. 10/-; and that, even if he were to pay all his labour at As. 12/-, he ~~ou~~ would not get any more men, but probably a far higher proportion of women and adolescents. He, therefore, suggested that, just as Dehu was treated as a separate area for purposes of D.A., so it should be treated as a separate area for basic wage rates. The present As. 10/- rate might, therefore, be continued in the Dehu area. This view was supported by Mr. Naidu, Civilian Labour Officer for Dehu Ammunition Depot.

2. Several members then stressed the likelihood of discontent amougst the existing labour, paid, as at the Kirkee Arsenal, at the basic rate of As. 10/- if new labour recruited hereafter were paid at As. 12/-."

The Chairman (Regional Committee) said that the direction that the rates of wages sanctioned by the P.L.S.C. applied only to new labour, referred only to maximum rates. It had never been envisaged that under the present conditions of excess of demand for labour over supply, minimum rates of wages would come into play at all. The minimum wage of annas 12/- had been sanctioned on the assumption that no labour was at present paid below As. 12/-.

As it now appeared that some existing labour was paid at 10 annas the question arose whether 12 annas was the right rate to have the minimum wage.

Col. Gosnel suggested that the best course was to ask the Regional Labour Supply Committee, Poona, to consider whether Dehu Road should be treated as a separate area as suggested by Col. Speller - Vide para.....

para 3(b) 1 of the Regional committee's minutes reproduced above.

(II) Para 3(b) 4 of the minutes:-

"The Committee wished to define new labour more exactly. It was agreed that where employment at present rates was broken, a labourer taken on by a new employer should be paid at the new rates."

The definition was accepted.

(III) Para 3(c) 1 and 2 of the minutes:-

"Mr. Zalman of the Kirkee Arsenal objected to payment of D.A. at a maximum of As. 8/- a day. Existing War Department orders entitled a labourer working 24 days in a month to a consolidated D.A. of Rs. 14/- a month. This in effect meant his D.A. was paid at about 9½ annas a day. Such a labourer did not draw more than Rs. 14/- as D.A. even if he worked for 30 days and Mr . Zalman thought that present employees would resent a flat rate of As. 8 a day D.A. to new labourers who would thus be able to earn Rs. 15/- D.A. by working 30 days in a month.

(2) Other members of the committee suggested that the P.L.S.C. should move the War Department to cancel their orders for a Rs. 14/- consolidated monthly D.A. for 24 days work and apply the daily rate of annas 8 D.A. to all employees.

The P.L.S.C. (Please see para 5 above) has already come to the conclusion in the case of Belgaum that labourers would probably prefer to be employed on monthly wages with a D.A. of Rs. 14/- p.m. than on daily wages with a D.A. of annas 8 per day . If, however, the Regional Labour Supply Committee, Poona, held otherwise they should be requested to submit to the P.L.S.C. a specific letter explaining the circumstances leading to and justifying the proposed cancellation of the War Department orders for the consolidated monthly D.A. of Rs. 14/- for 24

24 days' work and the application of the daily rate of annas -/6/- as D.A. to all employees as approved by the P.L.S.C.

(IV) Para 3(c)3 of the minutes:-

"Mr. Batra, Administrative Officer, Tata Air Craft, asked how far the projected standard rates ~~of As. 12½ day.~~ would apply to private companies. The Tata Air Craft Company was paying its unskilled labour D.A. at the rate of As. 12½ a day. The Chairman said that he presumed the new orders would not apply to private companies unless the Government of India themselves took up the matter.

The statement of the Chairman of the Regional Committee is correct, but private companies should be ~~ask~~ asked to accept the new rates. In the present case as the labour is already employed the standard rates would not apply.

23. Extra Item No.3.

Bombay Civil Labour Units (Home Service)- Measures to accelerate recruitment for -

Letter from the Recruiting Officer, Poona, No. A 1052, dated 10th March 1945.

States that recruitment of men for the Bombay Provincial Civil Labour Units (Home Service) has been disappointing and makes the following suggestions:-

(1) In the terms of engagement the liability of service might be confied to the Bombay Province and not to the whole of India as at present This , I think, would make a big difference.

(2) On the 18th December it was agreed by the Government that two recruiting Mamlatdars ~~should~~ should be specially appointed to assist this recruitment in Gujerat. These have not yet been appointed and I should like them to be detailed as soon as possible.

(3) There is one particular class, recruitment of which will not interfere with army recruitment in my area, and that is, the Pathan Community in and

and around Bombay. I request, therefore, that a special leaflet (2000 copies) be printed in Pushtu and given to Assistant Recruiting Officer, Bombay, as follows:-

PATHANS WANTED.

For Bombay Provincial Unit to work in Bombay Province.

TERMS.

Work for one year .

Pay As. 12/+ a day, minimum wage.

Free Food - Free Clothing, Free housing.

You will note in this pamphlet I have said "work in Bombay Province". This of cource is depen-dent on your decision of this matter."

A letter on this subject received from Major General Beard 108 L. of C. Area (under No. 1812QPL, dated 16th March 1945) was also read.

As regards (1) above of the R.O.'s letter Government in the Political and Services Department have been requested to obtain the approval of the Government of India to restrict the liability of service of the Bombay Civil Units (Home Service) to this Presidency only.

As regards (2) please see para 6 supra.

As regards (3) the Government of India's approval to (1) above should be awaited in the first instance, though a start to recruit Pathans for the Bombay Civil Labour Units (H.S.) has already been made on the existing conditions of service.

24. Extra Item No. 4.

Rejected recruits - Disposal of -

Letter from the Deputy Recruiting Offider, Poona, No. A1052, dated 3rd March 1945, to the Superintendent, Labour Supply Depot, Thana:-

" As the question of Medical standards was has now more or less worked itself out, please cease sending rejected recruits to this H.Q. In future all men rejected from your Depot should be returned by

you direct to their homes."

Letter from the Superintendent, Labour Supply Depot, Thana, No. L.S.D.-680, dated 15th March 1945. Forwards the above letter from the D.R.O., Poona, for orders and remarks, as under:-

" At present recruits when finally rejected by this Depot are sent back to the R.O. concerned and the expenses on that account are borne by this office. If the proposal of the D.R.O. is approved, it will result in more expenditure as the destinations from which they come may be further off from Poona."

The proposal made by the D.R.O. was accepted.

25. Extra Item No.5.

Chowkidars for guarding supply installations-Provincial Civil Labour Units (Field Service.

Letter from the Government of India, Department of Labour, No. LMP 77(2), dated 24th February 1945:-

"Sanction is accorded to the raising of 500 chowkidars for Guarding Supply Installations at Chabua, on terms and conditions as laid down in this Department letter No. LMP 18/47, dated 18th July 1944 as amended subsequently.

This is over and above the 30 Provincial Civil Labour Units (F.S.) already sanctioned.

The expenditure incurred in this connection will be debitable to Old Main Head 8-M.E.S.(f) General charges of Defence Service estimates."

Memorandum from the Government of India, Department of Labour, No. LMP 77(2), dated the 15th March 1945:-

Reference:- This department memo- No. LMP 77(2) dated 24th February 1945.

The Q.M.G.'s Branch report that General staff approval has not been accorded to the raising of the above Unit. Therefore the sanction conveyed in the memorandum under reference may be treated as cancelled."

The communications from the Government of India were recorded.

26...

26. Extra Item No.6.

Minutes of the meeting of the Regional Labour Supply Committee, Bombay City, held on 7th March 1945.

The following points raised in the minutes were discussed:-

Paras 2 and 3(i) of the minutes relates to standardization of wage-rates:-

The Executive-Sub-Committee of the P.L.S.C. in its last meeting held on 23rd February 1945 decided that standard wage rates for the Bombay Suburban District (excluding D.A.) should be as under for the duration of the War:-

	Minimum.	Maximum.	
Man.	0-10-0	1-4-0	) Excluding
Woman.	0-8-0	1-0-0	) D.A.

The Executive Sub-Committee ~~of the P.L.S.C. in its last m~~ further considered that it would be convenient to have common minimum and maximum rates for both the areas (viz. Bombay City and Bombay Suburban District with difference in D.A. as may be necessary.

The Regional Labour Supply Committee, Bombay City, has not accepted the above view on the ground that the standards of living in the Bombay City differ from those in suburban areas. They accordingly recommend the following basic rates for Bombay City area:-

	Minimum.	
Males	0-12-0	) Excluding D.A. of
Females	0-8-0	) annas -/12/- in each
		) case.

These rates were accepted by the P.L.S.C.

As ~~the~~ no maximum rates were proposed for the War-Period, it was decided that the Regional Committee should be asked to fix maximum rates as well.

Para 3(ii) ibid relates to Post-War rates.

These were recorded, as the P.L.S.C. did not see any point in fixing Post-War rates now.

Para 3(iii) ibid related to the Schedule of rates proposed by the D.C.E., 108 L. of C. Area:-

The subjoined statement shows the D.C.E.'s rates and those recommended by the Bombay City Committee.

Category.	D.C.E.'s rates including D.A.		Bombay City Committee rates including D.A.	
	Min.	Max.	Min.	Max.
Bhisty.	1-8-0	1-12-0	1-12-0	2-4-0
Chowkidar.	0-12-0	2-0-0	1-10-0	2-2-0
Cooly male.	0-10-0	1-10-0	1- 8-0	2-0-0
" Female.	0-8-0	1- 2-0	1- 4-0	1-12-0
Sweeper.	0-12-0	1-12-0	1- 8-0	2- 0-0

In view of the wide difference between the two sets of rates, it was decided that the Regional Labour Supply Committee, Bombay City, should be requested to redonsider them at a fresh meeting which a representative of the D.C.E., 108 L. of C. Area should be invited to attend.

Para 4 ibid relates to the Nerrick rates proposed for daily hired labour employed by the R.I.N. The subjoined statement explains the position:-

R.I.N., Bombay. (Victualling store Officer).	Bombay City Committee.
Same as the B.P.T. rate viz. Rs. 1-8-0 per day plus D.A.	The Committee is of the opinion that no differentiation should be made in case of the R.I.N. labour referred to but agreed to the addition of a slight increase in the basic wage if the labour by virtue of continuous work in the particular branch becomes skilled in that branch; but at the same time the committee sounds a note of warning as under:- "If departments such as the R.I.N. and the Army increased unskilled labour rates above the standard wage...

R.I.N., Bombay. (Victualling store officer).	Bombay City Committee.
	standard wage rates fixed by the Regional Labour Supply Committee for Bombay City, the committee feared that these would have their effect on the labour market and would defeat the object in view."

It was held that the Army and the R.I.N. cannot exceed the standard wage rates which would come to be fixed on the recommendation of the Regional and Provincial Labour Supply Committees. The P.L.S.C. decided that the question of the Merrick rates for daily hired labour employed by the R.I.N. should be referred back to the R.L.S.C. with an intimation that it is for them to see that the standard rates are followed by the R.I.N., after they are duly approved by Government.

27. Extra Item No.7.

Travelling allowance - Civil Labour Units.

With the permission of the Chairman, the A.R.O., Bombay asked for guidance whether the subjoined orders are applicable to the recruitment of unskilled labour through the Army Recruiting Centres:-

" S.A.O. 227 . Travelling Allowance - Civil Labour Units.

1. Civilian personnel of Civil Labour Units will be granted graded for purposes of T.A. in accordance with para 100, Passage Regulations, India, which entitled them to travel:-

"(I) Those drawing pay at more than Rs. 175 p.m. .. II Class.

(II) Labourers and those paid as such ..... III Class.

(III) Others. ..... III Class.

2. All journeys except those mentioned in para 3 of A. I.(I) 215 of 1944 will be performed on cash T.A. which will be paid at the following rates by the despatching authority:-

(I) and (III) referred to in para 1 above. .. 1½ fares of the respective class.

(II) referred to in para .. Single III Class fare plus ration....

1 above.) ration allowance at the rate
sanctioned in A.I.(I) 86 of 44
i.e. Rs. 1/4/- 1-8-0 per diem.

Individuals mentioned in (I) and (III) are not entitled to ration allowance in addition.

3. The exceptions provided for in para 3 of A.I.(I) 215 of 1944 are :-

(a) Journeys on permanent posting to and from the area under ALFSEA and journeys within that area.

(b) Journeys to and from a port.

(c) Journeys to and from Ceylon.

(d) Journeys with bodies of troops.

All these moves must be performed on warrant.

Civilian personnel of Civil Labour Units are NOT allowed to use Railway Warrants except as stated above.

(Authority:- G.H.Q.(I) letter No. Q686/2PL/A, dated 1 Feb 45) (58828/Q-2).

After consultation with the Army Officer present, it was held that the order was not applicable to the recruitment of unskilled labour for P.C.L.Units (H.S.) through the Army Recruiting organization.

28. Extra Item No. 8.

Ration allowance on journeys to Recruiting Centre.

The A.R.O., Bombay, asked for elucidation on the following enquiry recei ed from R.O., Poona :-

" We have been paying Re. 1/- per day Rail Ration Allowance to P.C.L.U. recruits under authority of Govt. of India, Department of Labour P.C.L.U. Circular No. 15 (H.S.) Appendix A. para 2(iv)(b). C.M.A. maintains this should be reduced to annas 12 vide P.C.L.U. Circular No. 31 dated 24-11-1944. We have continued to pay Re. 1/- as circular 31 states, the reduction to be in respect of Labourers despatched to Army Collecting centres and not to Depot. May a ruling please be obtained. In the mean time we have reduced payment to annas twelve."

It was held that the rate of annas -/12/- should be adhered to also in the case of the journeys of the recruits sent to the Depot.

Sd/-
Bombay,) Secretary,
27th March 1945.) Provincial Labour & Supply Committee,
Bombay.

(Accompaniment to Minutes of P.L.S.C. meeting held on 23-3-45).

I

Statement showing figures of recruitment of unskilled labour etc. at the Labour Supply Depot, Thana, and the First Bombay Civil Labour Units (Home Service) as on the morning of Friday the 23rd March 1945.

Depot.		Bombay Civil Labour Unit. At the Depot.		At the Army Collecting Centre.
Superintendent.	1.	Unit Commander	1.	1.
Medical Officer.	1.	Medical Officer.	2.	1.
Asstt. Supdt.	1.	2nds-in-Command.	2.	1.
Head-Clerk-cum-Accountant.	1.	Supervisers.	4.	4.
Supervisers.	2.	Asstt. Supervisers.	20.	12.
Asstt. Supervisers.	-	Storemen-Clerks.	-	2.
General Clerk.	1.	Nursing Orderlies.	6.	6.
Typist.	1.	Compounder.	1.	1.
Compounder.	1.	Labourers.	51.	897.
Driver.	1.	Sweepers.	-	3.
Mahalli Cooks.	10.	Record Clerks.	1.	-
	2.	Chowkidars.	12.	13.
Hamals.	10.			
Chowkidars.	6.			
Sweepers.	3.			
Store-Keeper.	1.			

II

Weekly 'Intake' of unskilled labour at the Labour Supply Depot, Thana, for the last four weeks :-

For week ending.	Labour taken on during the week.	Source of supply i.e. (a) The particular recruiting centre. (b) Other sources.		No. of the Bombay Civil Labour Unit (H.S.) for which the recruits have been taken on.	Total number of labour in the Unit referred to in Col. 4 up-to-date.	Remarks.	
Sunday 25-2-45	90	Bombay	48	No. 1.	691	Deserted.	
		Poona	39			Bombay	3
		R.R.C. Poona.)	3			Poona	5
						R.R.C.	3
						Rejected.	
						Bombay	1.
						Poona	4.
						R.R.C.	Nil.
Sunday 4-3-45	59	Poona	29	No. 1.	686	Deserted.	
		Bombay	30			Bombay	4.
						Poona	5.
						Rejected.	
						Bombay	1.
						Poona	1.
Sunday.	114	Poona	39	No. 1.	783	Deserted.	
		R.R.C.	-			Poona	5.
		Bombay	46			Bombay	7.
		Self	5			Pathans	8.
		Pathans	24			Rejected.	
						Poona	1.
						Bombay	1.
						(Not willing to work).	
Sunday.	111	Poona	23	No. 1.	833	Deserted.	Rejected.
		R.R.C.	4			Poona 1	Poona 1.
		Bombay	60			R.R.C. 1	Bombay 3.

Continued .....

Bombay	60	R.R.C.	Bombay 3.
Self	1	Bombay. 1	Pathan 1.
Pathans.	23	Pathans	10.
	84		13
	111		5

Abbrav: Tel:Address:
"PLABSUPCOM'
'Phone No. 28000.

No. L.S.C.3(5)
Office of the Secretary, Provincia
Labour Supply Committe, NewBleBloc
Opposite Secretariat, Bombay.
28th March 1945.

From

Rao Saheb J. V. Muzumdar, B.A.,

Secretary, Provincial Labour Supply Committee,

Bombay .

To

W. H. E. Garrod, Esq., I. S. E.,

Chief Engineer and Secretary to Government,

P. W. D.

Sir,

I am directed to forward here-with a copy of the draft minutes of the meeting of the Provincial Labour Committee, Bombay, held on the 23rd March 1945 and to request that if the minutes are approved by you, this office may kindly be informed to that effect not later than the 5th April 1945. Your concurrence in the minute will be presumed if no reply is received on or before tha date.

2. The minutes will as usual be put up for formal confirmation a t the next meeting of the.Committee to be held in Bombay as 12 Noon on 11th May 1945.

Id/-
29/7/45

Your obedient servant,
Id/-

Secretary,

Provincial Labour Supply Committee, Bo

Copy, with a copy of minutes referred to for--warded for information to the Political and Services Department.

SJD/-

Standardized wage rates for Unskilled Labour - Procedure for enforcement of -.

Provincial Labour Supply Committee

Circular No. L.S.C. 15.

New Block, Secretariat, Bombay, 5th April 1945.

Read para 12 of the minutes of the Provincial Labour Supply Committee meeting held on 23rd March 1945, noting the orders issued in the subjcined letter from the Government of India, Department of Labour, No. L-MP 80(2), dated 23rd February 1945:-

" I am to refer to this Department's letter No. LMP 2-858, dated 27th October 1944.

The p Provincial Labour Supply Committees will make recommendations in respect of standardization of wages and it is suggested that the actual decisions on such recommendations should be taken by the Provincial Government themselves who can consider the recommendations in the light of all relevant circumstances."

Read P.L.S.C. endorsement No. L.S.C. 15/2567, dated 1st March 1945, forwarding a copy of the abovequoted letter from the Government of India to all regional Labour Supply Committees for information.

MEMORANDUM :- The following procedure should be noted in respect of the introduction of standardized wage-rates in the various areas of the Regional Labour Supply Committees.

After the standard wage rates proposed by a Regional Labour Supply Committee are accepted by the P.L.S.C., they have to be finally approved by the Government of Bombay in accordance with the Government of India orders quoted in the preamble above. On receipt of the orders of Government sanctioning the rates, the Regional Labour Supply Committee should notify them to all the Government and Defence Service Employers, so that they can enforce them in all their works (including contractor's labour) on all

on all new labour employed thereafter.

In other words, it should be made clear that the approved standard wage rates are not to be forced on the labour already working but are meant to apply only to new labour.

3. For purposes of these orders, it has been accepted that where employment at present rates has been broken, a labourer taken on by a new employer should be paid at the new rates i.e. the standardised wage rates.

Sd/-

Secretary,

Provincial Labour Supply Committee, Bombay.

To

All Regional Labour Supply Committees.

The Political and Services Department, Secretariat,

(by letter).